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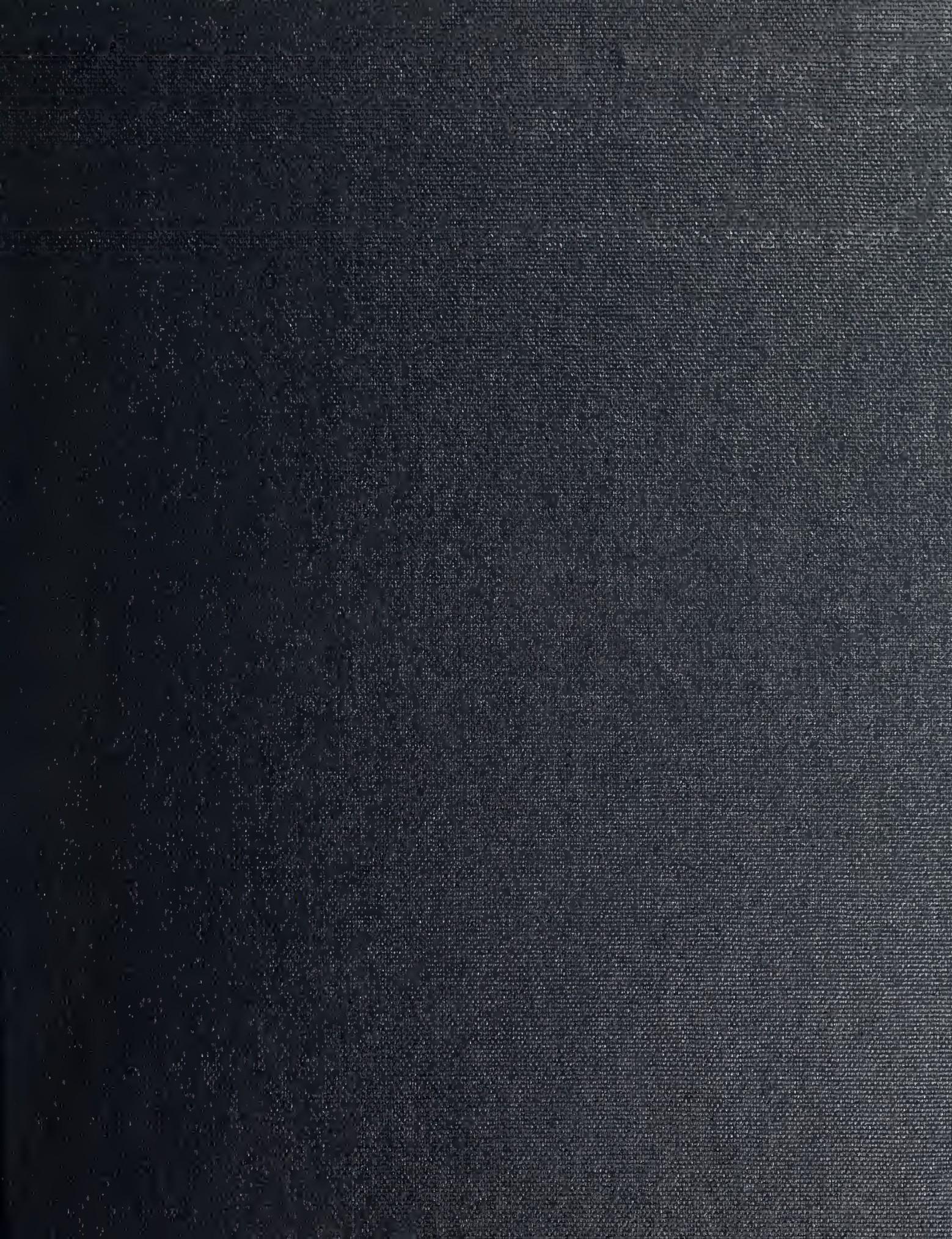


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A Cohort Analysis of Career Progression for
Ethnic and Female Officers in the U.S. Navy

by

Lisa R. Werkhaven
Lieutenant Commander, United States Navy
B.S., Muskingum College, 1980

Submitted in partial fulfillment
of the requirements for the degree of

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ABSTRACT

The goal of this thesis was to conduct a cohort analysis to compare the career opportunities, in terms of loss and promotion rates, of Black, Hispanic and female naval officers with those of white ethnic and male officers, respectively. Inventory and promotion data was compiled from the Officer Personnel Information System data file to compute ethnic/gender loss and promotion rates for year groups 1960-1991 in the Surface, General Unrestricted Line, Aviation and Submarine communities. Computation of loss and promotion rates was conducted in three stages. The first stage computed rates for each year group by year of service (YOS). The second stage computed rates averaged across year groups for each YOS. The third stage computed rates within milestone periods which grouped YOSs into six or seven significant periods in each community's career path. Rates were averaged for each milestone period across several year groups and all YOS's within that period. This study found differences in loss and promotion rates specific to each community and ethnic/gender group. In many cases, higher loss rates were accompanied by lower promotion rates for the ethnic and gender groups studied, with notable exceptions. Further research is recommended to determine reasons for differences in loss and promotion rates as well as to conduct a similar study in five to ten years, in which time more data would become available.

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I. INTRODUCTION

The Navy of today is committed to achieving an officer and enlisted force fully representative of American society's varied ethnic composition and providing for equal career progression opportunities. In addition to recruitment, retention and promotion of quality personnel are key elements in defining these opportunities and are crucial to building and maintaining a professional force utilizing all available personnel resources.

A. BACKGROUND

On July 26, 1948, President Harry S. Truman issued Executive Order 9981, which called for "equality of treatment and opportunity for all persons in the armed services without regard to race, color, religion or national origin." (Northrup, 1979) About 30 years later, the percentage of minority officers participating in the Navy officer corps, particularly

Blacks and Hispanics¹, has finally begun to increase slowly as shown in Table I.

Table I. MINORITY GROWTH IN THE NAVY'S OFFICER CORPS AS A PERCENTAGE OF TOTAL OFFICER FORCE

	1976 ¹	1982 ¹	1987 ¹	1991 ²
Blacks	1.6	2.9	3.4	4.3
Hispanics	1.0	0.9	1.8	2.5

Source: DODIG, 26 December 1988

1991 Military Equal Opportunity Assessment Report

Note: Includes W-1 to O-10 paygrades

Although career opportunities have expanded for minority officers in the last 40 years, a 1987 Navy assessment of Equal Opportunity Programs indicated little progress in recruiting and retaining Black and Hispanic officers; wide disparities between Black and White officers in promotion rates to

¹ Ethnic terminology used in this thesis is based on Department of Defense Military Equal Opportunity Program Directive 1350.2, December 23, 1988 which uses the following definitions:

- 1 Black (Not of Hispanic Origin). A person having origins in any of the original peoples of Africa.
- 2 Hispanic. A person having origins in any of the indigenous peoples of Mexico, Puerto Rico, Cuba, or Central or South America, or of other Spanish cultures, regardless of race.
- 3 White (Not of Hispanic Origin). A person having origins in any of the original peoples of Europe, North Africa, or the Middle East.

lieutenant commander, commander and captain; and failure of minority officers (and enlisted personnel) to enter technical career paths in representative numbers (Longo, 26 December 1988). These disparities led to formation of an Equal Opportunity Study Group in 1988 which resulted in the installation of new training programs and the revitalization of the Navy's affirmative action program.

As of 1991, recruitment, promotion and retention of minority officers have improved significantly. Recruitment goals of 7 percent Black and 4 percent Hispanic, to support achieving a minority officer inventory goal of 6 percent Black by the end of FY-2000 and 3 percent Hispanic by the end of FY-99, were essentially realized with the commissioning of 424 Black officers (6.6 percent of total) and 244 Hispanic officers (3.8 percent of total). Table II shows the progress of recruitment of minority officers from 1975 to 1991. As percentages of their own race/ethnic group, overall Black and Hispanic in-zone promotion rates were comparable to those of White officers on the FY-91 active duty promotion boards. Minority officer retention figures compare favorably with those of White officers. This is important because higher retention rates will increase minority demographic representation throughout the Navy. (1991 MEOA)

Table II. PERCENTAGE OF OFFICER ACCESSIONS WHO ARE BLACK AND HISPANIC, SELECTED YEARS, 1975-1991

	1975 ¹	1978 ¹	1981 ¹	1984 ¹	1987 ¹	1991 ²
Black	2.5	4.5	3.4	4.6	4.2	6.6
Hispanic	1.1	1.0	1.3	3.1	2.9	3.8

¹ Data: Department of Defense, 1989
² 1991 ME A

While the Navy has made progress towards attaining a more demographically balanced force, some concerns still remain regarding minority opportunities. Minorities continue to be underrepresented in the officer corps, especially in the senior ranks. Blacks now comprise 4.3 percent of the total officer force and Hispanics are 2.5 percent of the force. The minority officer inventory goal reflects the percentage of minorities with college degrees in the general population. Interim inventory goals of 4.1 percent Black and 2.2 percent were met in FY1991.

However, as Table III shows, there are much lower percentages of minorities in most of the higher officer paygrades (such as O-6 through O-8). Also, minorities are underrepresented in the technical fields, such as the submarine and aviation communities as shown in Table IV.

Table III. PERCENTAGE DISTRIBUTION OF MINORITY OFFICERS BY PAYGRADE FOR FY1991

Paygrade	O-1	O-2	O-3	O-4	O-5	O-6	O-7	O-8	O-9
Black	6.3	5.0	4.3	3.3	2.3	1.2	1.6	0.0	4.3
Hispanic	3.8	3.6	2.8	1.5	1.2	0.6	2.3	1.1	0.0

SOURCE: 1991 MEOA

Table IV. PERCENTAGE OF MINORITY OFFICERS IN AVIATION, SUBMARINE, SURFACE, AND GENERAL UNRESTRICTED LINE COMMUNITIES FOR THIRD QTR FY1992

Community	Aviation	Submarine	Surface	GenURL
Black	2.16	1.07	5.46	10.19
Hispanic	2.57	1.25	3.06	2.62

SOURCE: Navy-wide Demographic Data for Third QTR FY1992

Note: Reflects O-1 to O-10 paygrades

On a somewhat parallel course with minorities are female officers in the Navy. Although women (nurses) have been accorded formal Navy status since 1908, it has only been since the inception of the all-volunteer military in 1972 that women have become a significant and integral part of the Navy. Women comprised 11.3 percent of the total officer force (W-1 to O-10) in 1991 (1991 MEOA) compared to 2.3 percent in 1973 (GAO/NSIAD-89-210BR), and the types of jobs held by women have continued to expand.

However, concerns continue to arise regarding the full integration of women into the military and in particular the officer corps. Like minority officers, women are underrepresented in the senior ranks. Table V shows the percentage distribution of officers by gender in paygrades O-1

through O-9. Women continue to have small representation within the surface and aviation warfare communities (see Table V.2) and remain excluded from certain warfare disciplines, most notably the submarine and special warfare communities.

Table V.1. PERCENTAGE DISTRIBUTION OF OFFICERS BY GENDER AND PAYGRADE FOR FY1991

Gender	O-1	O-2	O-3	O-4	O-5	O-6	O-7	O-8	O-9
Female	13.8	11.5	12.6	12.9	7.9	3.6	1.6	1.1	0.0
Male	86.2	88.5	87.4	87.1	92.1	96.4	98.4	98.9	100

SOURCE: 1991 MEVA

Table V.2. PERCENTAGE DISTRIBUTION OF FEMALE OFFICERS IN THE AVIATION, SURFACE AND GENERAL UNRESTRICTED LINE COMMUNITIES FOR FY1991

Community	Aviation	Surface	GenURL
Female	2.0	1.7	86.4
Male	98.0	98.3	13.6

Source: Navy-Wide Demographic Data for Third QTR FY-92

Note: Reflects O-1 to O-10 pay grades

Promotion and retention of quality officers are key elements in maintaining a professional career force and ensuring maximum utilization of minorities and women in the Navy. Promotion rates are a predominant criterion in maintaining retention eligibility and defining successful career progression. The degree to which minorities and women

are retained has an important impact on their representation in the military. Additionally, retention of minorities and women is a factor in determining the number of minorities and women available and eligible for promotion to the higher pay grades and ranks within the career force. (Northrup, 1979) Underrepresentation of minorities and women in the upper ranks is mostly due to the fact that promotion is dependent on tenure (Eitelberg et al., 1989). An officer has to have a minimum amount of time in grade to be eligible for advancement to the next higher paygrade. For example, to be eligible for promotion to O-6, an officer must exhibit successful career progression through promotion and retention to achieve eligibility criteria of minimum time in grade. Currently, it takes about 22 years for an officer to make O-6. Accordingly, the earliest the Navy will be able to achieve 6 percent Black representation at the O-6 level is when year group 92 is promoted to Captain. This is also dependent on Black promotion and retention rates being comparable to those of other ethnic groups in that year group.

As required by Department of Defense policy, the Navy monitors the career progression of minority and women officers and submits a report, the Military Equal Opportunity Assessment (MEOA), for the fiscal year. The MEOA provides a statistical analysis on ten selected categories of fair treatment, e.g., promotion, force composition, retention,

recruiting, for all service members through affirmative actions and other initiatives.

The MEOA collects promotion and retention statistics by fiscal year. Another method to monitor career progression would be to track officers within their respective commissioning year groups and determine their representation, promotion and loss rates as they mature in the system. These data could then be analyzed to compare rates within, as well as between, communities to determine if differences exist.

B. OBJECTIVE AND SCOPE

This thesis will examine the composition of selected Unrestricted Line communities of minority and women officers by year group and compute loss and promotion statistics for these cohorts. The study parallels the Navy's MEOA analysis but with one important distinction. Whereas the MEOA looks at statistics by fiscal year, this thesis will address statistical rates by individual commissioning year groups. Fiscal year studies of paygrades are based on data that are aggregates of several year groups. For instance, within the O-3 paygrade in any fiscal year there could possibly exist up to 6 year groups. Retention rates may differ among these various year groups but are not individually observed because in a fiscal year analysis they are combined to report one rate for the entire O-3 paygrade. By tracking the year groups as they mature through their "career" for 30 years, retention and

promotion rates can be observed for each year group by years of service.

The analysis of data will be limited to reporting statistical trends and differences among the minority and women cohorts as compared to those of ethnic White and male officers, respectively. Only Black and Hispanic ethnic groups will be studied because they represent the largest minority ethnic groups in the United States as well as in the Navy. An analysis of gender representation is included in the study because of the increased emphasis on women brought on by their growing numbers and expanding assignment opportunities. Although a background discussion of minority and female participation in the Navy is included in Chapter II, a detailed historical account and analysis of statistical trends in terms of political, military, and social policies is beyond the scope of this thesis.

The study will focus on the Aviation Warfare, Submarine Warfare, Surface Warfare, and General Unrestricted Line (GenURL) communities. Since women are prohibited from permanent assignment aboard submarines, an analysis of gender representation in the Submarine community will not be conducted. Training and Administration of Reserve (TAR) Officers will not be included in the study since these officers have distinctly different career paths from their active-duty counterparts, as well as separate promotion

boards. The Unrestricted Line (URL) officer designators used in the study will include the following:

General Unrestricted Line (GenURL) Community
110X URL officer

Surface Warfare Officer (SWO) Community
111X URL officer qualified in Surface Warfare
(includes nuclear trained SWOs)

116X URL officer in training for Surface
Warfare Qualification

Submarine Warfare Officer Community

112X URL officer qualified in submarine Warfare
(includes Nuclear and General Submarine
Officer)

117X URL officer in training for Submarine
Warfare Qualification

Aviation Warfare Officer Community

130X URL officer in the aviation community
whose rating as pilot or Naval Flight
Officer (NFO) has been terminated

131X URL officer qualified for duty involving
flying as pilot

132X URL officer qualified for duty involving
flying as NFO

137X URL officer in training for duty involving
flying as pilot

139X URL officer in training for duty involving
flying as NFO

The study will be limited to the amount and type of data available in the Officer Personnel Information System (OPIS) file maintained by the Navy Personnel Research and Development Center (NPRDC), San Diego, CA. Inventory and promotion data will be used to compute loss and promotion rates for year groups 1960 through 1991. Because some data are not available prior to 1975, year groups 1960 to 1974 will be incomplete. For instance, for year group 1960, rates for the first 14 YOS are missing due to the first availability of data in 1975.

C. OVERVIEW

Chapters II and III create a perspective for the study by presenting a brief history of the minority and female experience in the Navy officer corps and the Navy's promotion practices. Chapter IV identifies the source of data and outlines the methods and statistical procedures used in the study. Chapter V presents the research findings. Chapter VI contains conclusions drawn from the study.

II. MINORITIES AND WOMEN IN THE NAVY

This overview of the experience of minorities and women, particularly officers, in the U.S. Navy is presented to establish a context for this study. It is important to understand the pace and timeframe of the advances gained by these groups, in terms of social acceptance, cultural differences and access to job opportunities. Evidence of these advances would not show up in the senior ranks for about 15 to 20 years after their initial acceptance.

A. BLACKS IN THE NAVY

Blacks have fought in every major American conflict since colonial days. During the Revolutionary War, 1500 Black Americans served their country "manning boats, working sails, loading guns and piloting coastal vessels." (Baldwin, 1983) Following the Revolution, Blacks were prohibited from serving in the armed forces. However this did not stop Blacks from serving in the 1798-1800 naval war with France and in the War of 1812, presumably because of military manpower needs. (Northrup, 1979) A pattern developed wherein Blacks would be recruited to serve in a conflict only when there existed manpower shortages. They would be retained during the conflict but dismissed following the conclusion of the

conflict. This pattern became known as recruit-retain-and-reject and would last until the Korean War. (Butler, 1992)

Black sailors continued to serve on an integrated basis during the Spanish-American War. Policy during this timeframe decreed that Blacks would be limited to serving in the lower ranks. By the time of World War I informal Navy practices began to align themselves with the segregationist influences of the society at large. And, in fact, the Navy instituted a segregationist policy that restricted Blacks to serve in the messmen or steward branch. Ten thousand Black recruits served in World War I in this capacity. In the wake of post World War I reductions, enlistment of Black sailors was almost completely discontinued. (Northrup, 1979) In 1932, the Navy began recruiting Blacks again for messmen duties only.

Because of World War II and its need for manpower, the Selective Service Law of 1940 called citizens to service without regard to race, color or creed. The War Department decreed that Black accessions would be increased in numbers that reflect the proportion of Blacks in the general population. In April 1942, Blacks were accepted into all general service ratings but they were still trained in segregated units. In February 1946, the Navy lifted all service restrictions on Blacks. The Navy was also the first service to institute desegregation policies.

With the onset of the Korean War, demand for military manpower again increased. The need for manpower on the front

line forced the services to integrate combat units with Blacks from the rear supply units. Enlistment of Blacks grew to 4.3 percent of total enlistments for the Navy by the end of the War. (Northrup, 1979)

During the Vietnam Era, the racial turmoil seen in the civilian society spilled over into the military. Perceived injustices directed against Blacks on several naval vessels in 1972 led to racial tension and even violence. The Department of Defense and the Navy responded by establishing race relations and affirmative action programs. The Navy continues to make progress in the areas of equal opportunity and race relations as evidenced by the increasing numbers of minorities in the service and in the senior ranks.

Black men were serving in the Navy 169 years before the first Black officer was commissioned in 1944. (Baldwin, 1983) On March 17, 1944, 13 Black officers, known as the "Golden 13", were commissioned as line officers in the Naval Reserve. That same year saw the commissioning of 10 Black female officers into the Women's Auxiliary Volunteer Emergency Service (WAVES). (Longo, 1988) Towards the end of World War II there were 60 Black officers on active duty, but by the end of the war there were only four still on active duty. (Baldwin, 1983)

The first Black graduated from the Naval Academy in 1949 even though Blacks had enrolled as early as 1872. (Longo, 1988). On January 31, 1962, Samuel Gravely became the first

Black officer to assume command of a ship, the USS FLAGOUT. He went on to become the first Black officer to attain the rank of Captain and then Admiral. (Baldwin, 1983)

B. HISPANICS IN THE NAVY

Hispanics have participated in conflicts since the beginning of the European presence in the Americas. Unfortunately their military history has not been well documented. In addition, Hispanics have only been identified as an ethnic group by the Navy since 1977 (Zucca, 1984). Another problem in chronicling the Hispanic experience in the military is that racial/ethnic identification of military personnel is based on self-selection on the part of the individual. Various studies have found that many individuals with Spanish surnames do not identify themselves as Hispanics--which suggests that this method of self-selection results in an undercounting of persons who may be of Hispanic origin (Eitelberg et al., 1989).

During the Civil War, Hispanics fought for both the Union and the Confederacy. Most Mexican-Americans served in regular army or volunteer units on an integrated basis, although some served in predominantly Mexican units with their own officers. The most famous Hispanic participant in the Union forces was Admiral David G. Farragut, who distinguished himself in the battles for New Orleans and Mobile and is best known for saying, "Damn the torpedoes. Full speed ahead." Hispanics

were also among those who served in the Rough Riders during the Spanish-American War.

Although historical records are incomplete, Hispanic Americans did participate in World War I. During this period, about one-third of the U.S. population were recent immigrants; and the likelihood was that many had little or no skill in English. Because of this, thousands of the estimated 3.8 million men who were drafted were found to have insufficient skill in English to complete military training. Inductees with limited or no ability in English were relegated to development battalions and assigned to menial jobs. Eventually, the language problem was identified as a barrier to training and the men were separated into language groups. Training then progressed in the native tongue of the draftees. This type of training became known as the "Camp Gordon Plan." By the time it took to identify and remedy the problem and to train the non-English speaking soldiers, the war was nearing an end and only a few saw combat.

During World War II an estimated 250,000 to 500,000 Hispanics served in the armed forces, which is approximately 2.5 to 5 percent of all persons who served during the war. With the exception of the 65th Infantry regiment from Puerto Rico, Hispanics were not in segregated units. Hispanic-Americans continue to serve their country with distinction in all the services up to the present. (Hispanics in America's Defense, 1983)

Since the Vietnam War, Hispanic participation in the active forces has remained somewhat static, showing a slight increase in the last decade only. This is in stark contrast to their rapid increase in the general population which has been five times as fast as the rest of the population since 1980. Their number has grown 53 percent and is now 22.4 million, or about 9 percent of the U.S. total population.² At this rate, Hispanics could overtake Blacks (30 million, or about 12 percent of the U.S. population) as the largest U.S. minority by year 2015 (Barringer, 1991).

In 1984, a workshop was sponsored by the Manpower R&D Program of the Office of Naval Research to discuss various subjects on Hispanic subpopulations and the naval service. The workshop stressed that "Hispanic Americans are not a monolithic group but, rather, a set of four or five subpopulations distinguished by degree of acculturation to the mainstream society, command of English, and beliefs and attitudes." (Sinaiko, et al., 1985) Since the growing Hispanic population is an important manpower resource for the military, a better understanding of their specific cultural attributes is a precursor to increasingly effective recruiting and retaining of Hispanic Americans in the Navy.

²These figures do not distinguish between legal and illegal residents.

C. WOMEN IN THE NAVY³

Women have served for and with the American Navy during the Revolutionary War, War of 1812 and Civil War. But it was not until 1908 that women were able to serve in the Navy with the establishment of the Navy Nurse Corps. During World War I the Navy authorized the enlistment of women as yeomans. By the end of the war, 11,275 "yeomanettes" had served and all were separated within a few months of the war's end.

In 1942, the WAVES (Women Accepted for Volunteer Emergency Service) was formed to relieve men from support functions ashore so they could fight the war at sea. Approximately 86,000 female enlisted and officer personnel joined the war effort and performed in both traditional (administration, intelligence expert, communicator, etc.) and non-traditional (pilot, aviation mechanic, welder, etc.) jobs. The majority of women, like their male counterparts, were mustered out of the service in 1946.

1948 saw the passage of the Women's Armed Service Integration Act which incorporated women into the Active and Reserve forces. The law limited participation of women in several respects:

- Enlisted women's strength could not exceed 2 percent of total enlisted strength,

³ All of the information for this section was taken from RADM Roberta L. Hazard's keynote address to the Navy Women's National Convention, July 30, 1987, unless otherwise noted.

- Officer numbers could not exceed 10 percent of the female enlisted strength, and
- Women could command only those activities comprised primarily of women.

Institutional progress for women coincided with the turbulent political, military and social changes that occurred in the 1960's and 1970's. In 1967, Department of Defense-sponsored legislation removed the ceiling on women's numbers. Women were allowed to compete for promotion through the grade of Captain and were eligible for appointment to Flag rank.

Following conversion to the all-volunteer force, the Navy opened its doors to more women because of declining numbers of men willing to serve in the post Vietnam era. These increases were accompanied by major changes in personnel policies. These changes included ending the automatic discharge of pregnant women and those with minor dependents and providing equal family entitlements for married men and women soldiers. (Butler, 1992) The policies expanded opportunities for women, as well, allowing for more diversified assignments. Women were allowed to command shore units composed of men and women. Naval aviation was opened to women in 1972, and a pilot program was initiated to study the success of women who were assigned to ship's company on board USS SANCTUARY. Women were admitted into the senior War Colleges and some of the Staff Corps. By 1973, women were no longer managed separately within the enlisted ranks or in the URL and Staff Corps. The title "WAVES" was abolished.

In 1976, the military academies were opened to women, the first URL female Flag officer was selected and the remaining Staff and Restricted Line communities were opened to women. The Combat Exclusion Law (Title 10, Section 6015) was amended allowing women officers access to the surface warfare and special operation communities, albeit in restricted numbers. Also, enlisted women as well as female officers could be assigned to sea duty on board non-combatant auxiliary and support ships as well as Military Sealift Command ships.

In the 1980's the Limited Duty Officer program was opened to enlisted women. The process for selection to Flag rank was changed so that women, like men, are now chosen by the same selection board process.

Opportunities for women in the Navy have significantly improved in the last two decades. The final barrier to full integration, combat exclusion, continues to be debated by the military, Congress and society in general.

III. NAVY PROMOTION PROCESS

A. BACKGROUND

The military promotion system strives to ensure that adequate numbers of qualified officers in desired paygrades are available to fill vacated positions in the military hierarchy and, as a result, defines to a large extent the force structure. The system also serves as a reward for high-performing officers to ascend to positions of increased authority and responsibility. (Hansell, 1979)

The Navy's officer promotion system has undergone numerous revisions since World War II. The Officer Personnel Act of 1947 laid the foundation for today's officer personnel system and incorporated the up-or-out philosophy into the officer personnel management system. The up-or-out system provides for removal from active service, or, if eligible, retirement of an officer who has been passed over for promotion two or more times, depending on grade and number of years of service. (Hansell, 1979) The purpose of this policy is to encourage upward movement of only the best officers by providing at each rank more qualified officers than there are positions at the next higher rank (Eitelberg et al., 1989).

Various pieces of legislation were enacted following the Officer Personnel Act of 1947, including the Officer Grade

Limitation Act of 1954, which established limitations on the number of both Regular and Reserve officers who may serve on active duty in the grades of O-4 and above, temporary relief legislations in 1966, 1968, 1972, and 1974, and the Defense Officer Personnel Act of 1981 (DOPMA) (Hansell, 1979). Since 1973 the Navy's officer personnel management system has operated concurrently with the implementation of the all-volunteer force.

DOPMA, passed in December 1980 with an effective date of 15 September 1981, significantly revised the laws which govern the management of the entire Department of Defense (DoD) commissioned officer corps. It specifically addressed common provisions for accession, promotion, retention and attrition of DoD officers.

DOPMA provided for a single permanent promotion structure for each of the services. This eliminated the "running mate" system used by the Navy which linked staff officer promotions to lineal numbers in the URL. When the URL running mate was promoted, the staff officer was also promoted.

DOPMA established standardized career lengths of 30 years for captain, 26 years for commander and 20 years for lieutenant commander. The bill provides for selective-continuation procedures to allow officers who have been passed over twice for promotion to remain on active duty, depending on grade and years of service, until the normal retirement point.

DOPMA specified grade ceilings for O-4 (lieutenant commander), O-5 (commander) and O-6 (captain). These three grades are known as "control grades" and the Secretary of Defense prescribes the size of each control grade for each of the services. The Secretary of the Navy then divides these grade authorizations among each of its competitive communities. By imposing limits to the number of lieutenant commanders, commanders, and captains who could be on active duty based on the overall force, DOPMA guidelines create a pyramid force structure. (Doyle, 1989)

B. THE NAVY'S PROMOTION PROCESS

The structure of the Navy's officer corps resembles a pyramid which rises from a broad base comprised of relatively inexperienced, junior officers to the upper echelon of a few Flag officers and topped by one Chief of Naval Operations. Primarily, accessions, entries into the system, occur at or near the base creating an internal personnel flow ascending to the top of the pyramid. Realistically, all who enter this hierarchy at the bottom cannot reach the top, but each officer has the same opportunity as his/her contemporaries to reach the top grade of his/her category. (Hansell, 1979) Specifically, each rank in the military pyramid supports or "feeds" the one above it, and promotion rates are dependent on attrition rates in the grade above.

DOPMA outlined a set of minimum promotion opportunity, promotion flow points (the number of years of commissioned service at which most officers would be promoted to the next higher grade) and minimum years in grade (YIG) as specified in Table VI.

Table VI. DOPMA PROMOTION FLOW POINT, PROMOTION OPPORTUNITY AND MINIMUM YEARS IN GRADE

Grade	Flow Point in YOS	Promotion Opportunity	Minimum YIG
ENS to LTJG	2	All Qualified	18 months
LTJG to LT	4	95%	2 years
LT to LCDR	10 +/- 1	80%	3 years
LCDR to CDR	16 +/- 1	70%	3 years
CDR to CAPT	22 +/- 1	50%	3 years

SOURCE: The Naval Officer's Career Planning Guidebook, 1990 Edition and (Doyle, 1989).

Promotion opportunities, along with the number of vacancies to be filled in each grade and individual community (competitive category), determine the number of officers eligible, or in-zone, for selection. For example, if there are 140 commander vacancies projected for the next fiscal year and the promotion opportunity is set at 70 percent, $140/0.7$ or 200 officers in the grade of lieutenant commander would be in the promotion zone.

Annually naval promotion planners start the promotion process by determining the projected need for officers in each grade within each of the competitive categories (i.e., Line,

Staff). Three factors are used in the process: authorized officer strength, promotion flow point and promotion opportunities. These factors are interrelated and a change in one will force a change in at least one of the others. (Doyle, 1989)

IV. DATA AND METHODOLOGY

A. DATA

Data from fiscal years 1975 through 1992 were obtained from the Officer Personnel Information System (OPIS) database which is maintained by the Navy Personnel Research and Development Center (NPRDC), San Diego, CA. OPIS is an aggregate data file extracted annually from the Officer Master File and consists of inventories and personnel flows, such as lateral movements, promotions, losses, etc. OPIS is arranged by count or frequency of record per fiscal year. Inventory and promotion data, arranged by community, ethnic group and gender, were extracted for use in computing personnel flows. The OPIS variable codes used in this study are listed in Appendix A.

OPIS is uniquely configured to study personnel data within a system. OPIS groups officers with the same characteristics into aggregate files or bins. However, because of this aggregation, OPIS cannot track an individual officer from bin to bin.

There are two characteristics of OPIS that can affect computed continuation rates. First, OPIS does not count losses and gains that occur in the same year. For example, an individual who enters the system during a particular year and

then leaves during that same year will not be counted as a loss or gain by OPIS. Second, OPIS does not recognize a change in year group caused by early promotion, per se. Rather, OPIS recognizes the early promotee's record by advancing it one year in YOS to match that of the new peer's year group. For instance, if an early promotee's record should have been counted in YOS 16 it will instead be counted in YOS 17 to give credit for one year's seniority which is equivalent to changing year groups. These two idiosyncracies can have an effect on the computation of continuation rates, but the effect is postulated to be negligible.

B. WORKING DEFINITIONS

1. Year Group (YG).

An officer's year group is determined by the fiscal year in which he/she is commissioned.

2. Years of Service (YOS).

Years of service is the number of years of active commission time served to date by an officer and is computed from the active commission base date. YOS in this study will be computed as the current fiscal year (FY) minus the officer's year group (YG). **YOS = FY - YG**

3. YOS/Grade Category

The YOS/grade category is the cell in a matrix at which point the YOS row and paygrade column intersect.

4. Inventories.

Inventories are the number of officers on active duty in each YOS/grade category at the beginning of a fiscal year. These beginning inventories, or stocks, are used to compute both promotion and attrition rates.

5. Losses.

Loss refers to the total loss of individuals from a system for whatever reason. In this study, a loss is defined as any officer leaving the community during a FY from among those who were there at the beginning of the FY. Officers who transfer out of one community but do not leave the Navy will also be counted as losses for purposes of this study. Losses will be computed as the difference between inventories in successive YOS categories of the same YG.

6. Lateral Transfer

A lateral transfer is a movement of an officer from one community to another, as such it is included in the losses of the originating community. Refer to section E.1.c. of this chapter for a more detailed explanation of the effect of lateral transfers on loss and promotion rates.

C. COHORT ANALYSIS

1. Cohort Analysis

A cohort is any group of individuals who join an organization ('system) at about the same time. Cohort analysis, then, consists of tracking that group as it moves

through the system. In this study, each year group within a community/ethnic or community/gender category is a cohort and they are observed as to their loss and promotion behavior in the system. Typically, over a period of time the number of personnel remaining in the cohort will decrease due to losses. In this system each person may make one of three transitions during a period of one year:

- move to the next YOS but stay in the same grade;
- move to the next YOS and the next higher paygrade;
- move out of the system.

2. Loss Rates

"Of all the flows in a manpower system, [loss] is the most fundamental for manpower planning" (Bartholomew et al., 1991). Loss is partially under the control of management as a result of the up-or-out policy in the Navy, but as a whole it is outside management's control as a result of all the individual decisions to leave. Within the Navy manpower system, the number of jobs is controlled. Therefore opportunities for promotion and recruitment are created by vacancies resulting mainly from losses. Measures of loss, then, can be used as indicators of organizational health. (Bartholomew et al., 1991) Here, they will be used to compare the "health" of various cohorts.

3. Promotion Rates

Opportunities for promotion are created by vacancies resulting from losses. On the other hand, the promotion system in the Navy attempts to ensure that the right number of qualified people are available to fill those vacated positions within the military hierarchy.

The promotion rate, in this study, is computed by dividing the number of officers promoted to the next grade in a YOS/grade category by the beginning inventory in the YOS/grade category. For example, if there are 200 lieutenants in YOS 10 and 160 of them are promoted to lieutenant commander then the promotion rate for the lieutenant grade/YOS 10 category is 160/200 or 0.80.

D. METHODOLOGY

The Statistical Analysis System (SAS) program was used to convert OPIS fiscal year records into year group records. Matrix tables by YOS and paygrade were constructed showing inventories and promotion data for each year group by designator and by ethnic group or gender. The inventory data were imported into the spreadsheet software program, Quattro Pro. Promotion and attrition rates were computed using the spreadsheet program. Data inconsistencies, defined as data not consistent with time in grade or time in service requirements, occurred occasionally and were deleted from the inventory tables. For instance, the surface community, white

ethnic inventory table for YG 1987 showed 41 admirals at YOS 3. The 41 admirals were considered to be an anomaly since the minimum time in service requirement was not met for this grade. Therefore they were deleted from the inventory total for YOS 3. Figures 1 and 2 are examples of SAS generated inventory and promotion tables for YG 1983, surface community, white ethnic group. The promotion tables reflect the number of promotions to the paygrade at the top of the column.

YOS	ENS	LTJG	LT	TOTAL
1	937	0	0	937
2	1018	0	0	1018
3	6	1022	0	1028
4	1	903	0	904
5	0	43	640	683
6	0	0	565	565
7	0	0	471	471
8	0	0	391	391
9	0	0	343	343

Figure 1 Example of Inventory Matrix of YG 1983 Surface Community, White Ethnic Group

YOS	LTJG	LT
2	1016	0
3	2	0
4	0	639
5	0	19

Figure 2 Example of Promotion Matrix of YG 1983 Surface Community, White Ethnic Group

E. DETERMINATION OF LOSS AND PROMOTION RATES

In order to study the career patterns of the cohorts in terms of loss and promotion rates, the analysis was carried out in three stages. The first stage computed the individual YOS rates for each year group cohort. Since the itemized accounting of rates in the first stage was too detailed to observe trends, it was decided to compute average rates across year groups for each YOS in the second stage. The analysis of these average rates focused on rate trends by YOS but it also proved to be difficult to analyze ethnic and gender differences. In the final stage YOS cells were grouped by career milestones thereby creating six or seven significant career periods within a career for each particular community. Then rates were computed for each significant period, for each year group. Average rates across year groups for each significant period were also computed so as to provide an averaged baseline against which to compare year group rates. A more comprehensive explanation of these stages is given in the following sections.

1. Individual Rates by YOS and YG

a. Loss Rates

Loss rates were computed for each YOS within a YG cohort. Referring to Figure 1, the loss rate for YOS 4 is computed as the total loss occurring between the beginning inventory total of YOS 4 and the beginning inventory total of

YOS 5 divided by the beginning inventory total of YOS 4. This equates to $(904-683)/904$ or 0.244 which is interpreted as a 24.4 percent loss rate occurring in YOS 4. Rates for all YOS's were computed in this manner for each year group.

Inventory and loss data for each of the matrices were consolidated into tables by community and ethnic or gender group. Appendix B contains inventories and Appendix C contains losses. Loss rates were similarly consolidated and are provided in Appendix F.

b. Promotion Rates

The promotion rates were computed by using both the inventory and promotion matrix tables. For example, in Figures 1 and 2, the number of lieutenants junior grade who were promoted to lieutenant during their YOS 4 was 639. This number was then divided by the inventory of lieutenants junior grade in YOS 4 or 903. The ratio equates to a promotion rate of $639/903$ or 0.708. Therefore, 70.8 percent of the lieutenants junior grade in YOS 4 were promoted to lieutenant.

Occasionally, promotions occurred in two grades in the same YOS. In these cases, only the promotion rate for the higher grade was computed. Being promoted early to the higher grade rather than late to the lower grade reflects a more significant aspect of career progression. Appendices D and E contain promotion-eligible and promotion data, respectively. Promotion-eligibles are those officers in a YOS/grade category

who can be promoted to the next grade. In the example, above the promotion-eligible inventory is 903 which is the number of lieutenants junior grade in YOS 4 who can be promoted to lieutenant. Appendix G contains the promotion rates.

c. Effect of Lateral Movement on Loss and Promotion Rates

Personnel flows within a cohort involve the entering and leaving of individuals within YOS categories. As a result, inventory levels can increase or decrease from one YOS to the next depending on the amount of lateral movement, losses, and gains that occur. Losses include such factors as leaving active duty or the Navy altogether (for whatever reason), death, or transferring into another community. OPIS has separate loss and transfer in/out files, but the transfer data proved to be inconsistent when compared to the inventory data so these files were not used. Instead, losses were computed from the inventory file as the difference between successive YOS within a cohort. Any transfers into the community cohort could then offset or even overwhelm the number of transfers out of the community and thereby diminish the total effect of losses in terms of a loss rate. In some cases the inventory level actually increased from one YOS to the next one.

In theory, officers may laterally move between communities at any time, but generally transfers occur in the

early YOS's (1-6) before one's career path is fully entrenched. It is possible then that the true loss rate, especially in the early YOS categories, is underestimated. However, because this study focuses on community representation, the objectives will be met by analyzing the net effect between successive YOS categories. Figure 1 (refer to section D) also illustrates that if the inventory levels increase from one YOS to the next then the loss rate is taken to be zero

Promotion rates are similarly affected by lateral movement in and out of the community. OPIS records all promotions that occur in a YOS/grade category and any officers that transfer into the community after the beginning of the fiscal year will be included in the promotion file. Since promotion rates are computed by dividing the number of promotions to the next grade in a YOS/grade category (as obtained from the OPIS promotion file) by the number of officers in that YOS/grade category, the number of officers that are promoted could reflect a higher number than what was there at the beginning of the year. For example, there is a high incidence of lateral transfers in the GenURL community, especially in the early years of service. As such, it is not uncommon to have a promotion rate that exceeds 100 percent for promotion to lieutenant junior grade amongst some of the cohorts.

2. Average Rates by YOS

An average rate across all year groups available was computed for each YOS. The average rate can be used as a reference to compare the individual year group rates in order to determine how much promotion or loss rates were changing across year groups.

The estimating of a single set of rates over several year groups is accomplished by computing the ratio of total losses over the total inventories. For example, for the year groups 1972 through 1987, the average loss rate for YOS 4 in the surface community, white ethnic group (refer to Appendices B and C) was computed by dividing the sum of all losses occurring by the sum of all inventories as shown below:

$$\frac{227+223+174+259+229+180+169+250+345+289+293+221+186+361+311+357}{1060+902+864+1102+1037+1101+968+1078+1090+993+1109+904+845+1270+1122+1217} \\ = \frac{4074}{16,662} \\ = 0.245$$

The average promotion rate is similarly computed using promotion-eligible data in the denominator and promotion data in the numerator. Promotion rates were restricted to single grade promotions in each year of service in order to keep separate, for instance, promotion rates to LTJG and promotion rates to LT in YOS 3. Whenever such overlaps in promotions occurred, only the promotion rate to the higher grade was computed. Loss rates and promotion rates averaged across year groups are included in Appendices H and I, respectively.

3. Milestone Period Rates

Finally, to further examine career prospects, rates were combined to reflect six or seven significant YOS periods within each community. These periods were selected to reflect significant milestones within the career path of each community. For that reason they will be referred to as "milestone periods." Promotion windows, loss rate trends, leadership tours, end of obligatory requirements, retirement, etc., provided the framework in which to formulate these milestone periods. The 1990 edition of The Naval Officer's Career Planning Guidebook and discussions with officers in the various communities analyzed were used in defining the periods. The "Officer's Guidebook" contains figures depicting the professional development paths for each community and was the primary source used for this purpose. As the "Officer's Guidebook" points out, the figures "are included only to illustrate the general progression of assignments and promotions which [an officer] can expect. No two officers will follow identical career patterns; however, on the average, the successful [officer] will meet most of these career milestones in about the same sequence indicated." While this type of classification into milestone periods may oversimplify the normally complex career path of a naval officer, it serves the purpose of focusing on loss and promotion rates during critical junctures and thereby highlighting differences in those rates.

Combined rates were computed by milestone period for each year group. Also, rates were averaged for each milestone period across several year groups. These rates were calculated in the same manner as the average rates in Section 2 above. Loss rates and promotion rates by milestone period averaged across year groups are contained in Appendices J and K, respectively. Loss rates and promotion rates by milestone period and year group are contained in Appendices L and M, respectively.

a. Milestone Periods for Surface Warfare Community

The career path for the Surface Community (which includes both conventional and nuclear surface career paths) was broken down into seven milestone periods as follows:

<u>Milestone Period</u>	<u>Years of Service</u>	<u>Year Groups</u>
1	1 - 2	1975 - 1989
2	3 - 6	1973 - 1985
3	7 - 11	1969 - 1980
4	12 - 17	1964 - 1974
5	18 - 20	1960 - 1971
6	21 - 26	1960 - 1965
7	27 - 30	1960 - 1961

The year groups involved in the computations for each milestone period are also shown above. Not all of the year groups could be used in each milestone period because of the obvious limitations on data availability for all the year groups.

Milestone period 1 is characterized by a period of initial training. This training includes Surface Warfare

Officer's School and follow-on training for Engineering Officer of the Watch, Nuclear Power School or functional training related to specific billet assignments, as applicable. YOS 2, which is included in this milestone, is a period that overlaps both training and the first sea tour. Since it also covers a promotion period from ENS to LTJG, it is included in this first milestone period to distinguish it from the LTJG/LT tour in milestone period 2.

Milestone period 2 involves the significant events of the first sea tour, division officer tour and promotion to LT. It also includes the end of the typical four- or five-year, initial obligatory service incurred by the majority of officers and the screening process for department head.

Milestone period 3 includes further training (department head, graduate education, etc.), the department head tour afloat, and promotion to LCDR.

Milestone period 4 contains the XO afloat tour, promotion to CDR, and major shore tour.

Milestone period 5 contains the CDR command tour and the 20-year retirement period of eligibility. At this point, LCDRs denied continuation generally retire from the Navy.

Milestone period 6 involves significant tours ashore, promotion to CAPT, and major command tours.

Milestone period 7 continues with major command and shore tours leading to selection to Admiral.

**b. Milestone Periods for General Unrestricted Line
(GenURL) Community**

The General Unrestricted Line community provides the Navy with a community of officers who manage the fleet support establishment. Their career path was divided into seven periods as follows:

<u>Milestone Period</u>	<u>Years of Service</u>	<u>Year Groups</u>
1	1 - 2	1975 - 1989
2	3 - 6	1973 - 1985
3	7 - 11	1969 - 1980
4	12 - 16	1964 - 1975
5	17 - 20	1960 - 1971
6	21 - 25	1960 - 1966
7	26 - 30	1960 - 1961

The year groups involved in the computations for each milestone period are also given above:

Milestone period 1 includes the initial period of training related to specific billet assignments, partial first tour and promotion to LTJG.

Milestone period 2 involves the division officer tour, end of obligatory service requirements and promotion to LT.

Milestone period 3 contains the department head tour, promotion to LCDR and screen for XO.

Milestone period 4 includes the XO tour, promotion to CDR, and commander command screen.

Milestone period 5 consists of the CO tour, 20-year retirement period of eligibility and promotion to CAPT.

Milestone period 6 contains major shore command and also CAPT promotion.

Milestone period 7 continues with major command and shore tours leading to selection to Admiral.

c. Milestone Periods for Aviation Warfare Community

The career path for the Aviation Warfare Community which includes pilots, NFOs and aviation generalists was broken down into six milestone periods as follows:

<u>Milestone Period</u>	<u>Years of Service</u>	<u>Year Groups</u>
1	1 - 2	1975 - 1989
2	3 - 7	1973 - 1984
3	8 - 12	1968 - 1979
4	13 - 18	1963 - 1973
5	19 - 25	1960 - 1966
6	26 - 30	1960 - 1961

The year groups involved in the computations for each milestone are also given above:

Milestone period 1 includes the initial student pilot or NFO training and follow-on training at the Fleet Readiness Squadron. It also covers the promotion cycle from ENS to LTJG.

Milestone period 2 covers the significant events of the first squadron tour, division officer tour, shore tour and the end of obligatory service for flight training. It also includes the LT promotion.

Milestone period 3 involves follow-on sea tours with emphasis on the squadron department head tour. This period covers the LCDR promotion.

Milestone period 4 includes promotion to CDR, screen for command and squadron XO/CO tour.

Milestone period 5 contains major sea or shore command and senior shore tours. It also includes promotion to CAPT and the 20-year retirement period of eligibility.

Milestone 6 continues with major command and shore tours leading to selection to Admiral.

d. Milestone Periods for Submarine Warfare Community

The Submarine Warfare Community consists of nuclear trained submarine officers and general submarine officers (GSO). Their career path was divided into seven periods as follows:

<u>Milestone Period</u>	<u>Years of Service</u>	<u>Year Groups</u>
1	1 - 2	1975 - 1989
2	3 - 7	1973 - 1984
3	8 - 12	1968 - 1979
4	13 - 16	1963 - 1975
5	17 - 20	1960 - 1971
6	21 - 24	1960 - 1967
7	25 - 30	1960 - 1961

The year groups involved in the computations for each milestone period are also given above:

Milestone period 1 includes the initial training period (nuclear power school, nuclear prototype training, submarine officer basic course and, prior to 1985, GSO training) and promotion to LTJG.

Milestone period 2 covers the first sea tour, division officer tour, shore tour and the end of the

obligatory service requirement. It also includes promotion to LT and screen for department head (after 1985).

Milestone period 3 involves the department head sea tour, promotion to LCDR and screen for XO.

Milestone period 4 includes the XO sea tour, promotion to CDR and screen for CO.

Milestone period 5 includes CO tour, promotion to CAPT and the 20-year retirement period of eligibility.

Milestone period 6 covers senior shore and major command tours and also promotion to CAPT.

Milestone period 7 continues with major command and senior shore tours leading to selection to Admiral.

V. ANALYSIS

A. INTRODUCTION

The oldest of the four communities studied, the Surface Warfare community, has a long and established career path, substantial population sizes throughout the year groups and years of service (primarily with the White ethnic group) and reasonably good ethnic representation. For these reasons, the surface community was studied and analyzed first in order to develop the methodology. The General Unrestricted Line community is presented second because of its strong gender representation, followed by the Aviation and Submarine communities.

1. Analysis of Rates

This chapter is organized by community as described in the preceding chapter and further broken down by analysis of the various types of loss and promotion rates for the ethnic (Black, Hispanic) and gender (female) groups considered. Data and supporting graphs used in the analysis are included in Appendices H through Q and will not be individually referenced in the subsequent sections.

An analysis of loss rates averaged across year groups is included for every year of service because losses do occur in every year of service. On the other hand, promotions occur

mostly during "windows", and, therefore, it is best to analyze them by milestone period only. However, promotion rates averaged across year groups are included in Appendix I for general reference.

2. Effect of Population Size on Analysis

Unfortunately, the breakdown of communities by year groups and by ethnic or gender classification often reduces the community cohorts into very small populations. As the cohorts increase in age they continue to decrease in size because of losses and can eventually reach a size not conducive to statistical study. Generally, the rates are considered to be inadequate for further analysis when the population size used in computing the rates falls into a range somewhere below five or ten. Nevertheless, even these rates are included in the study, in order to establish a methodology and provide background data for possible future studies. Conclusions, however, will not be drawn about rates whenever the population size drops below that level.

B. ANALYSIS OF SURFACE WARFARE COMMUNITY

Available inventory levels do not reach above ten until YG 1970 for Black officers and YG 1977 for both Hispanic and female officers. Each milestone period reflects a promotion rate to one paygrade only. Specifically, period 1 includes promotion to LTJG, period 2 to LT, period 3 to LCDR, period 4 to CDR, periods 5 and 6 to CAPT and period 7 to Flag.

1. Black Officers

a. Black Loss Rates

Comparing loss rates for Black officers to those of White officers for each year of service averaged across available year groups, it appears that Black officers have higher loss rates in the first three years of service and then have lower loss rates for the next four years of service. Black loss rates are higher again for YOS 8-11 and then alternate from YOS 12 to 15 between higher and lower rates than Whites. Starting with YOS 15, Blacks show again higher loss rates up through YOS 24 except for YOS 20 and 22. Beyond YOS 24 population sizes become too small to draw any conclusions.

The loss rates, as grouped into milestone periods indicate that Blacks experience somewhat higher loss rates during the initial training period (milestone period 1), during the "department head tour" (milestone period 3) and during the "XO period" (milestone period 4). Blacks have lower loss rates during the "division officer tour" (milestone period 2). In addition, they have lower rates during milestone periods 5 and 6 as well. Milestone 7 has too small of a population to warrant conclusions.

Comparing individual year group milestone loss rates for milestone period 1 shows that Blacks have higher loss rates than White officers in every YG except 1975, 1978,

1979 and 1989. In milestone period 2 Blacks have lower loss rates in all year groups except 1973, 1974, 1981 and 1985. Milestone periods 3 and 4 show no discernable increasing/decreasing trends from one year group to the next. Milestone period 5 shows a consistently lower rate pattern in the last three year groups studied (1969 - 1971) for Blacks compared to Whites. Milestone period 6 and 7 have small population sizes and analysis was not conducted.

b. Black Promotion Rates

Overall, Blacks demonstrate lower average promotion rates in milestone periods 1, 3 and 4 than those of White officers. Blacks have comparable average rates in milestone period 2 and substantially higher rates in milestone periods 5 and 6. However, the small population size in milestone period 6 may be artificially inflating the promotion rate. Analysis of milestone period 7 could not be accomplished because of small or nonexistent populations.

In milestone period 1, Blacks have slightly but consistently lower promotion rates than Whites with the exception of YGs 1975, 1978, 1979 and 1987. The promotion rate for Blacks in milestone period 2 fluctuated from being lower in YGs 1973 and 1974, then higher in YGs 1975 - 1978, then lower in YGs 1979 - 1982, then higher in YG 1984, ending lower in YG 1985. The promotion rates for milestone period 3 are higher for YG 1970 through YG 1975 and are lower for the

last five year groups studied (1976 - 1980) with the notable exception of YG 1979. The rates in milestone period 4 do not appear to follow a trend. Analysis for milestone periods 5 - 7 was not conducted because of small population sizes.

2. Hispanic Officers

a. Hispanic Loss Rates

Average Hispanic loss rates are higher than those of White loss rates in the first six years of service except for YOS 4. The rates are lower for YOS 7 through 10 except for YOS 9 and then are higher for the next three years of service. No losses appear to occur in YOS 14, 16 and 17 probably because of small inventory figures. Higher rates are registered in YOS 15, and 18-21; however, the number of officers in these categories is small.

Hispanics show the same pattern as Surface Warfare Blacks for the first three milestone periods in that they have higher loss rates during milestone periods 1 and 3 and lower loss rates in milestone period 2. They differ in milestone period 4, where Hispanics show a slightly smaller loss rate as compared to White officers. Milestone 5 indicates a significant increase in loss rate, although the population size in milestones 5 through 7 are very small, which probably is inflating the loss rate.

Hispanic loss rates are unevenly distributed throughout the year groups as compared to White loss rates for

milestone period 1. Between YGs 1980 and 1985, Hispanics have higher loss rates with the exception of YG 1982, but since YG 1986 they show no losses. In milestone period 2 they had substantially lower rates for YGs 1974 - 1977. YGs 1978 - 1981 show higher rates. In the last four year groups studied (1982 - 1985), Hispanics have lower rates, with the exception of YG 1983. In milestone period 3, Hispanics appear to have substantially higher loss rates in YGs 1970 to 1972, but this is probably due to small population sizes. From YG 1975 to YG 1980, they have higher loss rates except for YGs 1977 and 1979. Milestone periods 4 through 7 have small population sizes and therefore analysis was not conducted.

b. Hispanic Promotion Rates

Hispanics show lower promotion rates in milestone periods 1, 3, 4, and 5. They have a slightly higher promotion rate in milestone period 2. The notably higher promotion rate in milestone period 6 is probably due to a small population size. Analysis of milestone period 7 could not be accomplished because of small or nonexistent populations.

In milestone period 1, Hispanics have higher or even rates compared to White rates in YGs 1976 -1982. In YGs 1983 - 1986, they have lower or even rates as in the case of YG 1984. In the last three year groups studied (1987 - 1989), the rates are higher. In milestone period 2, the rates are distributed unevenly with no discernable trend noted. The

rates are higher in YGs 1972 - 1974, but then, with the exception of YG 1976, are all lower than White rates in the last six year groups studied (1975 - 1980). Analysis of milestone periods 4 - 7 was not conducted because of small population sizes.

3. Female Officers

a. Female Loss Rates

Comparing loss rates for each year of service as averaged across year groups, Surface Warfare females experience higher loss rates in the first two years of service but show substantially lower rates for YOS 3 through YOS 6 as compared to male officers. At YOS 7-9 the rates are substantially higher, then return to levels below those of males for YOS 10 and 11. YOS 12-15, except YOS 14, show higher rates, but the population size is small. Beyond YOS 15 loss rates appear to be nonexistent, because of small or zero population size.

Overall, female officers have higher loss rates in milestone periods 1 and 3 and a lower loss rate in milestone period 2. Milestone periods 4 - 7 were not analyzed because of small population sizes.

Comparing the individual year group milestone loss rates for female officers to male officers for milestone period 1, female officers do not show an increasing or decreasing trend from one year group to the next. Whereas, in

milestone period 2, females have lower loss rates, the rates for more recent year groups are increasing over time. In milestone period 3, loss rates increase from YG 1974 to YG 1976, and then show a decreasing trend from YG 1978 to YG 1980.

b. Female Promotion Rates

Female Surface Warfare officers have higher promotion rates than their male counterparts in milestone periods 1 and 2. However, these two milestone periods are comprised of YOS categories that are affected by lateral transfers into the community, as can be observed in the inventory tables (Appendix B). This effect may have an influence on the rates by artificially inflating them. Milestone period 3 rates are comparable to male rates, whereas milestone period 4 shows a lower rate for females. Because women have only been in the community since the mid 1970's they have not been around long enough to be present in the senior paygrades in sufficient numbers to warrant analysis beyond milestone period 3.

In milestone period 1, the promotion rates in YGs 1978 - 1979 are artificially high as a result of lateral transfers into the community. Higher and lower rates for females are about equal through YGs 1980 - 1989. In milestone period 2, the "transfer effect" is also seen in YGs 1976 - 1978. With the exception of YG 1984, females have higher

promotion rates in YGs 1976 - 1985. However, the population size is too small in YGs 1975 or earlier to warrant analysis. In milestone period 3 females have higher promotion rates in the last five year groups studied (1976 - 1980). Analysis was not conducted for milestone periods 4 - 7 because of small population sizes. YG 1975 has a substantially lower promotion rate for female officers as compared to their male counterparts in that year group. Rates in YGs 1974 and earlier have small or zero population sizes that precludes further analysis.

4. Summary

The results indicate Black officers have higher loss rates and lower promotion rates compared to White officers in milestone periods 1, 3 and 4 in the Surface community. Hispanic officers have higher loss rates and lower promotion rates compared to White officers in milestone periods 1, 3 and 5, as well as, lower promotion rates in milestone period 4. Female officers have higher loss rates in milestone periods 1 and 3 and lower promotion rates in period 4 compared to male officers.

C. ANALYSIS OF GENERAL UNRESTRICTED LINE COMMUNITY

The Black population size in the GenURL community did not reach a value of ten or higher until YG 1972. Only three year groups, 1985, 1986 and 1989, had an Hispanic population of ten or greater. Eight of the year groups prior to 1972 had no

representation and the remaining four had a population size of one. The GenURL community has historically consisted of mostly women, thus the male population becomes the "minority" in this community. Five year groups, 1960 - 1963 and 1966, have available inventories of male officers less than ten. (1962 also has a female population size of less than ten.)

Each milestone period reflects a promotion rate to one paygrade only. Specifically, period 1 includes promotion to LTJG, period 2 to LT, period 3 to LCDR, period 4 to CDR, periods 5 and 6 to CAPT and period 7 to Flag.

1. Black Officers

a. Black Loss Rates

Average loss rates across year groups for the GenURL community indicate that Black officers have lower rates for the first seven years of service as compared to White officers. The rates alternate from YOS 8 to YOS 14 with YOS 11 showing a substantially higher loss rate compared to White officers in that category. From YOS 15 to YOS 20 Blacks experience no loss rates except for large peaks at YOS 16 and YOS 20. The population size diminishes or is nonexistent beyond YOS 20 and therefore precludes further analysis.

The loss rates, as grouped into milestone periods, indicate that Blacks experience lower rates during the first two milestone periods. For the next two milestone periods, periods 3 and 4, Blacks have higher loss rates relative to

White officers. Black loss rates are substantially lower than those of White officers in milestone period 5 and then increase to above the rate of White officers in milestone period 6. Analysis was not conducted for milestone period 7 because of small population sizes.

Comparing individual year group milestone loss rates for milestone period 1 shows that Blacks experience losses in only five of the 15 year groups included in the computations as compared to White officers. Of those five year groups that show losses, two year groups have lower rates, (YGS 1981, 1982) and two year groups have higher rates (YGS 1984, 1986). In milestone period 2, loss rates for Black officers were lower in every year group except YG 1979, as compared to White officers. The population sizes become too small in each year group for milestone periods 4 - 7 to continue analysis.

b. Black Promotion Rates

In comparing promotion rates, averaged across year groups in the milestone periods, Black officers have higher promotion rates in the first two periods as compared to White officers. Blacks appear to have lower promotion rates in milestone periods 3 and 4 and then have a higher rate in milestone period 5. There is a zero promotion rate for Black officers in milestone period 6; however, both milestone periods 6 and 7 have small or zero population sizes.

As for the promotion rates among the various year groups in milestone period 1, Black officers have higher rates than White officers in every year group studied except for YG 1989. The last three year groups indicate a decreasing trend in promotion rates as compared to an increasing trend noted in White promotion rates. In milestone period 2 Black officers have higher promotion rates in nine of the 13 year groups for which promotion rates were computed, with no increasing or decreasing trend noted. Of the last five year groups used in the computations for milestone period 3, Black officers have substantially lower promotion rates in four of the year groups (YGS 1976, 1978 - 1980). Prior to YG 1976, Blacks have higher promotion rates in four of six year groups studied. In milestone period 4, the promotion rate for Black officers fluctuated between YG 1970 and YG 1975 and were lower in four of these six year groups. Analysis was not conducted for year groups prior to YG 1970 due to small population sizes. Also, analysis was not conducted for milestone periods 5 - 7 because of small population sizes.

2. Hispanic Officers

a. Hispanic Loss Rates

Initially, Hispanics show no loss at YOS 1 (probably because of the "transfer effect") but then have higher loss rates for the next twelve years of service except for a significant lower rate at YOS 5 and a zero loss rate at

Beyond YOS 12, the population size is too small to continue analysis.

Comparing milestone period loss rates between Hispanic and White officers, Hispanic loss rates alternate between slightly higher rates in milestone period 1, slightly lower in milestone period 2 and then slightly higher again in milestone period 3. Milestone periods 4 - 7 have small population sizes that preclude further analysis.

The small Hispanic population in the GenURL community (only three year groups had inventories of ten or more officers) made analysis of milestone loss rates for each of the year groups difficult. In milestone period 1, Hispanics have higher loss rates than White officers in YGs 1977 - 1981, however, these year groups have small population sizes. From YG 1982 to YG 1989, Hispanics have zero loss rates except for YG 1985 and YG 1989, which have higher rates than White officers in those year groups. In milestone period 2, higher/lower loss rates are distributed across the year groups with no trend noted. Loss rates in milestone period 3 reflect small population sizes in the year groups studied, and no conclusions can be made as a result.

b. Hispanic Promotion Rates

Hispanic officers initially have higher promotion rates in milestone period 1 and then have slightly lower promotion rates in the next milestone period as compared to

White officers. They then have higher rates in milestone period 3 but fall below the rates of White officers in milestone period 4. Beyond milestone period 4, the population size becomes too small to continue analysis.

Comparing Hispanic promotion rates across the year groups in milestone period 1, shows that Hispanics have either higher rates or rates that are only slightly below those of White officers in almost every year group with the exception of YG 1978, which has a substantially lower rate. (YG 1988 has no Hispanic population). In milestone period 2, higher/lower promotion rates alternate between the first half of the year groups studied and then show a period where Hispanic promotion rates are consistently lower (YGs 1981 - 1984). YG 1985 has a notably higher Hispanic promotion rate as compared to White officers in this milestone period. The population sizes become too small in the remaining milestone periods to warrant further analysis.

3. Female Officers

a. Female Loss Rates

Female officers have lower average loss rates in every year of service except YOSs 20 and 25-27 as compared to the minority male officers. Analysis was stopped at YOS 28 because of small male population sizes. The corollary to these findings is that males have substantially higher loss rates in almost every YOS in the GenURL community.

Female officers show lower loss rates in every milestone period except for period 7. Female and male loss rates are substantially different in milestone periods 2, 3, 4 and 6.

Examining the breakdown of gender loss rates by year group in milestone period 1, shows that females exhibit loss rates in every year group, whereas males have loss rates in only seven of the 15 year groups used in the computations (YGS 1975, 1976, 1980, 1982, 1983, 1988 and 1989). However, females have lower loss rates, overall, when averaged across year groups, with higher loss rates in only two year groups (YGS 1976, 1980). In milestone period 2, females have a fairly consistent loss rate across all year groups and, without exception, have lower loss rates than their male counterparts. Males, on the other hand, show an increasing trend in loss rates in the last four year groups studied (YGS 1982 - 1985). In milestone period 3, females, again, have substantially lower loss rates in every year group studied as compared to male officers. Overall, female officers experience small loss rates during milestone period 4 and, except for YGs 1965 - 1967, they have lower rates than male officers. In milestone period 5, female officer loss rates are fairly consistent except for a peak at YG 1966. Of the ten year groups studied in milestone period 5, female loss rates are higher than male loss rates in only three year groups (1966, 1968, 1970). The loss rates fluctuate in size

from one year group to another. In milestone period 6, female officers have lower loss rates in every year group except YG 1960, in which the rates are even with those of male officers. In milestone period 7 females have a slightly higher loss rate than male officers in one of two year groups studied (YG 1961). The other year group (YG 1960) had a zero population of both male and female officers.

b. Female Promotion Rates

Comparing milestone period promotion rates with male officers, shows that females have higher promotion rates in six of the seven milestone periods, the exception being the first milestone period. The first milestone period generally experiences numerous transfers of males into the community, and the higher promotion rate for males during this period may be influenced by this "transfer effect".

In milestone period 1, females have lower promotion rates in eight of 15 year groups studied. A trend is beginning to develop over the last three year groups (1987 - 1989), however, where the rates for males and females are about equal. In milestone period 2, promotion rates for females are higher in nine of 13 year groups studied with the difference between male and female rates being noticeably large in the last four year groups studied (1982 - 1985). Female officers have dramatically higher promotion rates than their male counterparts in every year group in milestone

period 3. In milestone period 4, higher/lower female promotion rates alternated from YG 1964 to YG 1967. Then, from YG 1968 to YG 1975 (the last eight year groups used in the computations), females have substantially higher promotion rates than males. Early promotion to Captain is contained in milestone period 5, and in that period promotions occurred in only three year groups for females (1967, 1969, 1970) and did not occur in any year groups for males. There is an overall decreasing trend in promotion rates for females in milestone period 6, but they have higher promotion rates than males for five of seven year groups. Males have slightly higher promotion rates in YGs 1964 and 1966. Analysis of milestone period 7 was not conducted because of small population sizes.

4. Summary

In the GenURL community, Black officers have higher loss rates and lower promotion rates compared to White officers in milestone periods 3 and 4, as well as, in milestone period 6, although period 6 has a small population size. Hispanic officers have higher loss rates compared to White officers in milestone periods 1 and 3 and lower promotion rates in periods 2 and 4. Female officers have higher loss rates in period 7 and lower promotion rates in period 1 compared to male officers. An opposite view to this finding is that male officers have higher loss rates and

corresponding lower promotion rates in milestone periods 2, 3, 4, 5 and 6.

D. ANALYSIS OF AVIATION WARFARE COMMUNITY

Available inventory levels for Black officers in the Aviation community first reached a size of ten in YG 1972. The Hispanic population size was greater than ten in only YGs 1975 and 1977 and continued above ten from YG 1980 on. The population size for females was at or greater than ten commencing with YG 1977.

Each milestone period reflects a promotion rate to one paygrade only. Specifically, milestone period 1 includes promotion to LTJG, period 2 to LT, period 3 to LCDR, period 4 to CDR, period 5 to CAPT and period 6 to Flag.

1. Black Officers

a. Black Loss Rates

Black officers in the Aviation community have higher average loss rates in the first five years of service with the rates in YOSS 1-3 being substantially higher than those of White officers. The rates become lower in the next three years of service (6-8). From YOS 9 to YOS 16, the rates are higher with the exception of YOS 12 and YOS 17. The rates then alternate with YOS 20 showing a substantially higher loss rate than that of White officers in the same year of service.

Analyzing milestone period loss rates shows that Black officers have a substantially higher rate as compared to

White officers in milestone period 1 and have slightly higher rates in milestone periods 2 and 3. The loss rate is again higher for Blacks in milestone period 4. Milestone period 5 shows lower Black loss rates than those of White officers. Blacks have a zero population size in milestone period 6.

In milestone period 1, Blacks have higher loss rates as compared to White officers in every year group studied except for YG 1988. While White loss rates remained somewhat consistent throughout the year groups, Black loss rates cycled from a high in YG 1975, then decreased down through YG 1883 and then increased through YG 1987. YGs 1988 and 1989 have smaller loss rates compared to all other Black year group loss rates in this milestone period. In milestone period 2, Blacks have higher loss rates compared to White officers in eight of 12 year groups included in the rate computations. YGs 1975, 1976, 1979, and 1980 are the exception and the rates in these year groups are notably lower than White loss rates. The last four year groups studied, (1981 - 1984) have higher loss rates than White officers but are decreasing in magnitude. The loss rates for Black officers in milestone period 3 fluctuate from one year group to the next. Loss rates for Black officers are higher in the last three year groups studied (1977 - 1979) as compared to White officers. In milestone period 4, Blacks experience loss rates in only five of 11 year groups studied with four of the five year groups showing higher loss rates than those of White

officers. White officers during this period experience consistently small loss rates. The variability of Black rates is probably due to small population sizes. The small population sizes in milestone periods 5 and 6 preclude further analysis.

b. Black Promotion Rates

Black officers have lower average promotion rates as compared to White officers in milestone periods 1 through 4, albeit the difference in the rates is slight in periods 2 and 3. It appears that Blacks have much higher promotion rates than White officers in milestone period 5; however, both milestone periods 5 and 6 have small population sizes, resulting in tenuous results.

In milestone period 1, Blacks have lower promotion rates in every year group except YG 1986 as compared to White officers. In milestone period 2, promotion rates fluctuate between being higher or lower than those of White officers from one year group to the next. However, in the last four year groups studied (1981 - 1984), Blacks have substantially lower rates in three of the year groups (YG 1982 has a slightly higher rate). Promotion rates fluctuate from year group to year group again in milestone period 3, but the differences in rates are somewhat more pronounced. Starting with YG 1970, Blacks have lower rates than White officers in three of four year groups (the rates are even in YG 1971),

then have higher rates from YG 1974 to YG 1976 and end with lower rates in the last three year groups studied (1977 - 1979). YGs 1963, 1970, and 1971 registered zero promotion rates in milestone period 4. Of the remaining eight year groups studied, Black officers in five year groups have higher promotion rates than White officers and one year group shows even rates between the two groups of officers. Analysis was not conducted on milestone periods 5 and 6 because of small population sizes.

2. Hispanic Officers

a. Hispanic Loss Rates

Hispanic officers have substantially higher average loss rates in the first two years of service as compared to White officers. For the next six years of service, they have equal or lower rates with the exception of YOS 4. The rates become higher from YOS 9 to YOS 14 with the exception of YOS 13. Rates are lower from YOS 15 to YOS 21. Rates are then higher in YOS 22-25 except for YOS 23. Beyond YOS 23 the population size becomes too small to draw further conclusions.

Analyzing milestone average loss rates shows that Hispanic officers experience higher loss rates in all six periods, albeit the difference between Hispanic and White loss rates is slight in milestone periods 2 and 4. Analysis was not conducted on milestone periods 5 and 6 because of small population sizes.

In milestone period 1, Hispanics have higher loss rates in every year group studied except for YGs 1981, 1983, and 1985. In milestone period 2, Hispanics initially have higher loss rates as compared to White officers in the first three year groups studied (1973 - 1975) and then have lower or zero loss rates in the next three year groups (1976 - 1978). The rate is higher in YG 1979 but then becomes lower for the next four year groups (1980 - 1983) and ends with a substantially higher rate in the last year group studied (1984). In milestone period 3, the loss rates for Hispanic officers are higher than those of White officers in the first five year groups (1968 - 1972). Loss rates of zero for Hispanic officers are registered in the next three of four year groups (1973, 1974, 1976). Hispanic loss rates are higher in YGs 1975, 1977 and 1978, and end up noticeably lower in YG 1979. In milestone period 4, Hispanics have positive loss rates in four of the 11 year groups (1966, 1969, 1970, 1973) and all of those rates are higher than those of White officers. However, the population sizes are very small in each of the individual year groups, resulting in tenuous analysis. The same is true for milestone periods 5 and 6; therefore, analysis was not continued.

b. Hispanic Promotion Rates

Comparing Hispanic average promotion rates to those of White officers across the milestone periods shows that

Hispanics have lower average promotion rates in four of the five periods in which they have a population size. The exception is milestone period 3 where they have a slightly higher rate as compared to White officers. Milestone periods 5 and 6 could not be analyzed because of small or zero population sizes.

In milestone period 1, Hispanics have lower or even promotion rates compared to White officers in most of the year groups except for YGs 1979, 1983, 1986. In milestone period 2, Hispanic promotion rates fluctuate slightly among the various year groups. The biggest difference in rates is seen in YG 1979. The last two year groups studied (1983 and 1984) have lower promotion rates for Hispanic officers as compared to White officers. In milestone period 3, Hispanics appear to have higher loss rates in the last six of seven year groups studied (the exception is YG 1978). Prior to YG 1973, Hispanics have lower promotion rates in every year group studied. The population sizes become too small in the individual year groups to continue with the analysis in milestone periods 4 - 6.

3. Female Officers

a. Female Loss Rates

With the exception of YOS 3, compared to males, females experience lower average loss rates in the first seven years of service. They then have higher loss rates from YOS

8 to YOS 11. Loss rates are almost even at YOS 12, substantially higher at YOS 13 and YOS 15 and zero for YOSS 14, 16-18. The population size was very small in the latter three years of service and zero beyond YOS 20.

Comparing female average milestone loss rates against those of White officers in each of the milestone periods, female officers have lower average loss rates in milestone periods 1 and 2 and then have substantially higher loss rates in milestone periods 3 and 4. However, the population sizes in milestone periods 4 - 6 are quite small or even zero and so do not warrant further analysis. The lower loss rates in milestone period 1 and 2 may be influenced by the "transfer effect" since inventory levels actually increased in some of the late 1970's and early 1980's year groups because of an influx of females transferring into the community.

Zero loss rates for female officers were registered in YGs 1975, 1977 - 1980 and 1985 probably because of the "transfer effect" in milestone period 1. Loss rates were lower for females as compared to males in YGs 1981 - 1983 and become higher in YG 1984. In the last four year groups studied, the loss rates fluctuated, starting lower in YG 1986 and ending higher in YG 1989. In milestone period 2, there was a zero population size in YG 1974. Of the remaining 11 year groups studied, only four had higher loss rates for female officers as compared to male officers (1976, 1977,

1982, 1984, the last year group used in the computations). In milestone period 3, the population size was too small or zero in year groups prior to YG 1975, with the exception of YG 1973, to warrant analysis. Of the remaining six year groups, YG 1976 has a slightly higher loss rate for females as compared to males, and YGs 1977 and 1979 (the last year group studied) have substantially higher loss rates.

b. Female Promotion Rates

Of the four milestone periods in which females have a population size large enough for analysis, women show higher average promotion rates than men in three of the periods (1, 2 and 4). The exception is milestone period 3, in which females have lower average promotion rates than their male counterparts. Milestone periods 5 and 6 have zero population sizes.

In milestone period 1, female officers generally have higher promotion rates as compared to male officers in every year group except YG 1986 and YG 1989 (albeit the difference is slight except for the first four year groups). In milestone period 2, average female promotion rates are higher in every year group except for YGs 1976, 1983, and 1984 (the last two year groups used in the computations). YG 1974 has a zero population. The promotion rates for females fluctuate in the last five year groups studied in milestone period 3 and end with a lower rate in YG 1979. The population

size is too small in the earlier year groups to conduct the analysis. The same is true for all year groups in milestone periods 4 - 6.

4. Summary

In the Aviation community, Black officers experience higher loss rates and corresponding lower promotion rates compared to White officers in milestone periods 1, 2, 3 and 4. Hispanic officers, compared to White officers, have higher loss rates and lower promotion rates in milestone periods 1, 2 and 4, as well as, higher loss rates in milestone period 3. Female officers have higher loss rates and lower promotion rates in period 3, as well as, higher loss rates in period 4 compared to male officers.

E. ANALYSIS OF SUBMARINE WARFARE COMMUNITY

1. Background

Only five year groups in the submarine community have available inventory levels of Black officers of at least ten (YGS 1976, 1978, 1980, 1990 and 1991). Hispanic officers are represented even less with only three year groups that have an available inventory of at least ten (YGS 1983, 1989, and 1991). Because of the small population sizes for Blacks prior to YG 1976 and for Hispanics prior to YG 1983, analysis of loss and promotion rates was limited to the more recent year groups, which include only the first couple of milestone

periods and the first 14 or ten years of service for Blacks and Hispanics, respectively.

2. Black Officers

a. Black Loss Rates

Black officers have higher average loss rates than those of White officers in the first three years of service. In the next four years of service (YOSs 4 - 7), Blacks have lower loss rates except for YOS 6. Except for YOS 10, Blacks have higher loss rates compared to White officers from YOS 8 through YOS 14.

Comparing average milestone period loss rates with those of White officers shows that Blacks experience higher loss rates in milestone periods 1, 3 and 4. Blacks have a lower loss rate than White officers in milestone period 2. The loss rates in milestone periods 4 - 7 are tenuous because of small or zero population sizes.

In milestone period 1, Black officers have higher loss rates compared to White officers in 11 of 15 year groups included in the computations. The exceptions are YGs 1975, 1979, 1988 and 1989. In milestone period 2, Blacks have higher loss rates in YGs 1975 and 1976, then lower loss rates in the next three year groups (1977 - 1979). YGs 1980 and 1981 indicate higher loss rates for Blacks compared to Whites, while the last three year groups used in the computations reflect lower loss rates for Black officers. Analysis of loss

rates prior to YG 1975 could not be conducted because of small population sizes in both milestone period 2 and 3. In milestone period 3, Blacks have higher loss rates compared to White officers in the last four year groups studied (1976 - 1979).

b. Black Promotion Rates

Comparing average Black promotion rates against those of Whites in the various milestone periods shows that Blacks have slightly higher rates in milestone periods 1 and 2. Black officers have a substantially lower average promotion rate in milestone period 3 but then have a higher rate compared to White officers in milestone period 4. However, the population sizes in milestone periods 4 - 7 are too small or zero to continue further analysis.

Higher/lower promotion rates for Black officers as compared to White officers fluctuate among the various year groups in milestone period 1. Slightly higher loss rates are evident in the last two year groups included in the computations (1988, 1989). In milestone period 2, Black officers have higher promotion rates in eight of the 12 year groups studied. (YG 1974 had a zero population size.) The last three year groups in the study indicate higher promotion rates for Black officers as compared to White officers, and these rates show an increasing trend. Beyond milestone period

2, the population sizes of the year groups included in the computations are too small to continue analysis.

3. Hispanic Officers

a. Hispanic Loss Rates

Of the ten years of service that have a population size conducive for analysis, Hispanic officers have higher average loss rates in eight of the years of service categories as compared to White officers. Hispanics have lower loss rates in YOSS 7 and 10 only.

Hispanics have higher average loss rates in every milestone period in which they are represented (periods 1 - 5), however, the loss rates in milestone periods 3 - 7 are tenuous because of small or zero population sizes.

Within milestone period 1, only YGs 1981 and later could be used in the analysis, and these year groups showed that Hispanics have higher loss rates compared to White officers in each of these year groups except YGs 1983 and 1986. In fact, the loss rates show an increasing trend over the last three year groups used in the computations (1987 - 1989). In milestone period 2, of the last four year groups that supported analysis, three of the year groups (1981, 1983, 1984) show higher loss rates for Hispanic officers compared to White officers. The exception is YG 1982.

b. Hispanic Promotion Rates

Comparing average promotion rates between Hispanic and White officers in the various milestone periods shows that Hispanic officers have a slightly lower rate in milestone period 1 and a fairly comparable rate in milestone periods 2 and 3. Milestone period 4 indicates a higher average promotion rate for Hispanic officers as compared to White officers; however the population sizes for milestone period 4 - 7 are too small to draw conclusions.

In milestone period 1, Hispanics have comparable or lower promotion rates in every year group commencing with YG 1981 and subsequent year groups, except for YG 1986. The last three year groups used in the computations (1987 - 1989) have consistently lower promotion rates for Hispanics when compared to White officers. In milestone period 2, promotion rates for Hispanic officers alternate lower/higher commencing with YG 1981 through YG 1984. Year groups prior to 1981 do not have population sizes large enough to support further analysis. This is also true of all the year groups used in the computations in milestone periods 3 - 7.

4. Summary

In the Submarine community, Black officers have higher loss rates in milestone periods 1, 3 and 4 and lower promotion rates in milestone period 3 compared to White officers. Hispanic officers have higher loss rates and lower promotion

rates in milestone period 1, as well as higher loss rates in milestone period 2 compared to White officers. Unfortunately, ethnic representation in the Submarine community is small and analysis is limited to the more recent year groups and years of service categories.

CHAPTER VI. CONCLUSIONS AND RECOMMENDATIONS

A. CONCLUSIONS

The goal of this thesis was to conduct a cohort analysis to compare the career opportunities, in terms of loss and promotion rates, of ethnic (Black and Hispanic) and female officers with those of White ethnic and male officers, respectively. Data was compiled from the OPIS dataset to compute ethnic/gender loss and promotion rates for year groups 1960 - 1991 in the Surface, GenURL, Aviation and Submarine communities.

The study was hindered by a lack of data because of limited representation of Black, Hispanic and/or female officers in the communities and to nonavailability of data prior to FY 1975. Analysis of the older year groups and higher years of service categories often could not be conducted because of small or zero populations of the study groups. However, all rates, even those rates computed from small populations, are included in the appendices for reference.

An objective of this study was to determine whether uptrends or downtrends in loss or promotion rates could be observed from one year group to the next. Overall, it would

appear that rates fluctuated over some periods of time and observable trends occurred only infrequently.

Rates computed for each year of service averaged across year groups addressed the issue of loss and promotion rates from one year to the next. However, there was much variability in these rates and it was difficult to assess whether the group of officers studied were, in fact, experiencing higher or lower rates over time in relation to their comparison group of officers. Milestone periods defined in Chapter IV, section E, on the other hand, aggregated years of service to emphasize significant junctures in a community's career path. These junctures included significant events such as leadership tours, promotions, important sea/shore tours, etc., whose achievement highlighted the successful progression of officers. Thus, averaging rate data over such periods of time provided a more comprehensive analysis than point-to-point analysis of loss and promotion rates by year of service for all groups of officers included in the study.

Regarding milestone period loss and promotion rates in each of the communities, there is generally a direct correspondence between higher loss rates and lower promotion rates in the case of Black officers as compared to White officers. Primarily Black officers experienced higher loss rates in milestone periods 1, 3 and 4 in each of the four communities studied, with the exception of the GenURL community where Black officers experienced lower loss rates in

milestone period 1. This is generally accompanied by lower promotion rates in the same milestone periods, although Black officers in the Submarine community have higher promotion rates in milestone periods 1 and 4.

The correspondence between higher milestone loss rates and lower milestone promotion rates as compared to White officers applies to Hispanic officers, as well, in the Surface and Aviation communities. Generally, Hispanic officers experience higher loss rates and corresponding lower promotion rates compared to White officers in milestone periods 1, 3 and 5 in the Surface community and milestone periods 1, 2 and 4 in the Aviation community (although the differences in loss rates are slight in periods 2 and 4). In addition, Hispanics have lower promotion rates in milestone period 4 in the Surface community. In the Submarine community Hispanics have higher loss rates and corresponding lower promotion rates in milestone period 1 although they also have higher loss rates in subsequent milestone periods.

This correspondence between higher loss rates and lower promotion rates is not seen in the GenURL community; instead, Hispanic officers have slightly higher loss rates in milestone periods 1 and 3 and lower promotion rates in milestone periods 2 and 4 as compared to White officers.

It appears that female officers in the surface and aviation communities have higher loss rates and lower promotion rates in just one or two of the milestone periods as

compared to their male counterparts. However, the following points should be addressed when interpreting the results. First, women have not been around long enough to be present in the senior paygrades in sufficient numbers to warrant analysis beyond milestone period 3. Also, the first two milestone periods are comprised of year of service categories where lateral transfers into the community have an impact. Inventory levels actually increased from one year of service to the next in the first five years of service for several year groups after the communities were first opened to women. The effect of transfers into the communities must have influenced loss rates downward and promotion rates upward.

In the GenURL community, male officers have higher loss rates and lower promotion rates in almost every aspect studied--milestone periods, average years of service and year groups--as compared to their female counterparts. Prior to FY 1992, male GenURLs were primarily lateral transfers and attrites from other communities. Until December 1989, the policy was to automatically redesignate many attrites from other URL communities (for whatever reason) to 1100s. Since then, attrites have had to undergo a selection process to be accepted into the 1100 community. (General URL Community Bulletin, December 1992) Therefore, the automatic redesignation of male attrites, without benefit of selection to identify possible non-promutable candidates, may be a factor in causing these differences in rates. Other factors,

such as bias in promotion or an individual's decision to leave (self-selection), may also have an impact on the differences in rates.

B. RECOMMENDATIONS

The CNO Study Group on Equal Opportunity in the Navy investigated the status of equal opportunity for minorities in the Navy and published a thorough review of officer/enlisted accessions, attrition, and other personnel management policies and practices. This thesis focused on two aspects included in the CNO study: losses and promotional data for Black and Hispanic officers, as well as for female officers. This thesis examined loss and promotion rates in more detail and over a larger period of time than the CNO study and analyzed rates by year groups versus aggregates over fiscal years.

The results of both studies are comparable. In addition to the multitude of CNO study recommendations, the following recommendations are provided for further research.

- Investigate reasons why Black, Hispanic, and female officers leave the communities with emphasis on the problematic years of service and milestone periods that have higher loss rates compared to White and male officers identified in this study. Reasons for leaving may differ between milestone periods, and as such retention and mentor programs could be revised accordingly to increase the retention of these groups of officers.
- Investigate the reasons for differences in promotion rates identified in this study, again with emphasis on the problematic years of service and milestone periods.
- Study the reasons for the discrepancies between female and male loss/promotion rates in the GenURL community.

- Because data limitations restricted much of the analysis effort in this thesis, another study could be conducted in five or ten years, in which time more data would become available.

APPENDIX A - OPIS FILE VARIABLES AND CODES

Table VII. OPIS FILE VARIABLES AND CODES

File Variable	OPIS Code	Definition
TARIND	0	Active duty officers less TAR
RECTYPE	0 8	Inventory data Promotion data
GENDER	1 2	Male Female
ETHNIC	1 2 4	White Black Hispanic
PAYGRADE	5 6 7/8 9/10 11/12 13 14	ENS LTJG LT LCDR CDR CAPT flag
YOS	0 - 31	Years of Service
DESIG	1 2,3,8 4,5,9 13,38,55,56,57	110X 111X, 116X 112X, 117X 130X, 131X, 132X 137X, 139X

APPENDIX B - INVENTORIES

Table VIII. INVENTORY OF WHITE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YEAR	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table IX. INVENTORY OF BLACK SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table X. INVENTORY OF HISPANIC SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEARS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XI. INVENTORY OF MALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOE	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XII. INVENTORY OF FEMALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEARS 1960 - 1991

Table XIII. INVENTORY OF WHITE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XIV. INVENTORY OF BLACK GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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**Table XV. INVENTORY OF HISPANIC GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOS	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XVI. INVENTORY OF MALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XVII. INVENTORY OF FEMALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991

YEAR	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988		
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Table XVIII. INVENTORY OF WHITE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	
1																1585	1622	1575	1224	1322	1292	1623	1475	1181	1778	1947	1678	1262	1515	1393	1067		
2																1463	1294	1165	1347	1168	1238	1180	1683	1458	1367	1101	1674	1780	1573	1218	1482	1293	
3																1337	1433	1259	1104	1314	1114	1208	1126	1597	1347	1249	1065	1603	1680	1551	1181	1363	
4																1621	1290	1410	1242	1107	1305	1105	1205	1099	1541	1339	1241	1049	1577	1673	1526	1153	
5																1393	1451	1197	1347	1183	1074	1296	1106	1199	1074	1493	1334	1214	1031	1569	1651	1461	
6																1376	1158	1198	1035	1183	1037	1030	1256	1081	1142	1045	1460	1294	1187	1012	1508	1555	
7																1217	1150	910	896	751	979	877	906	1133	985	984	927	1252	1151	1109	936	1352	
8																814	1016	913	671	636	604	827	766	807	972	734	761	741	969	898	896	774	
9																921	730	872	722	524	561	582	773	697	685	788	599	621	627	776	665	686	
10																522	786	687	788	662	491	523	556	744	671	629	696	541	572	562	706	578	
11																438	492	601	577	659	594	450	540	535	684	554	574	623	508	534	546	676	
12																467	420	466	529	510	607	562	426	500	519	660	500	511	512	429	449	431	
13																309	452	405	453	508	479	604	543	401	483	504	614	470	466	485	392	423	
14																333	302	438	387	446	488	458	602	530	386	462	488	581	460	456	452	373	
15																321	287	424	386	433	479	444	593	525	377	446	471	564	452	426	440		
16																254	318	414	374	448	468	446	597	514	376	419	468	555	424	404			
17																340	251	308	273	395	436	476	435	593	505	369	403	449	531	410			
18																331	236	295	256	389	340	415	467	430	566	482	351	393	456	517			
19																312	222	280	226	374	322	399	457	404	536	455	340	371	425				
20																264	203	254	201	328	347	389	362	475	398	332							
21																189	163	205	151	228	195	228	288	234	327	259	200						
22																163	139	170	136	185	145	190	241	197	267	219							
23																145	125	151	113	155	134	167	217	173	227								
24																132	112	137	105	137	128	158	211	143									
25																110	99	113	98	119	119	142	171										
26																100	82	97	85	104	102	117											
27																68	69	68	67	78	53												
28																56	56	56	62	45													
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Table XIX. INVENTORY OF BLACK AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XX. INVENTORY OF HISPANIC AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YEAR GROUP	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XXI. INVENTORY OF MALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XXII. INVENTORY OF FEMALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	YOS 1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XXIII. INVENTORY OF WHITE SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS	960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XXIV. INVENTORY OF BLACK SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	
1																4	10	5	13	3	9	3	7	6	3	3	4	7	3	4	10	14	
2																4	9	4	12	3	11	4	6	5	2	2	5	3	4	7			
3																4	9	4	11	5	10	3	6	4	2	2	2	5	3	4			
4																4	9	4	8	6	4	10	5	11	3	6	3	2	2	3	5	3	
5																1	1	1	3	8	4	10	5	11	3	6	3	2	2	3	5	5	
6																1	1	1	3	5	3	8	3	7	2	4	3	3	1	2	1		
7																1	1	1	2	4	3	3	6	2	3	3	1	2	1				
8																1	1	1	1	4	3	8	3	4	1	3	3	1					
9																1	1	1	1	4	3	7	2	4	1	2	2						
10																1	1	2	1	4	1	4	1	6	1	4							
11																1	1	2	1	4	1	3	1	5	1	4							
12																1	1	2	1	4	1	3	1	3	1	4							
13																1	1	1	1	4	1	3	1	3	1	2							
14																1	1	1	1	4	1	3	1	3	1	2							
15																1	1	1	1	4	1	3	1	3	1	2							
16																1	1	1	1	4	1	3	1	3	1	2							
17																1	1	1	1	4	1	3	1	3	1	2							
18																1	1	1	1	4	1	3	1	3	1	2							
19																1	1	1	1	4	1	3	1	3	1	2							
20																1	1	1	1	4	1	3	1	3	1	2							
21																1	1	1	1	4	1	3	1	3	1	2							
22																1	1	1	1	4	1	3	1	3	1	2							
23																1	1	1	1	4	1	3	1	3	1	2							
24																1	1	1	1	4	1	3	1	3	1	2							
25																1	1	1	1	4	1	3	1	3	1	2							
26																1	1	1	1	4	1	3	1	3	1	2							
27																1	1	1	1	4	1	3	1	3	1	2							
28																1	1	1	1	4	1	3	1	3	1	2							
29																1	1	1	1	4	1	3	1	3	1	2							
30																1	1	1	1	4	1	3	1	3	1	2							
31																1	1	1	1	4	1	3	1	3	1	2							

Table XXV. INVENTORY OF HISPANIC SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1																					6	11	9	6	4	5	9	12	9	15	
2																	2		2	3	5	10	5	7	8	5	6	9	8		
3																	2	1		2	4	5	7	4	5	6	8	7	8		
4																	1	2	2	1	2	4	5	7	4	5	6	4	6		
5																	2	1	2	1	2	3	5	4	4	3	7	3	3		
6																	2	1	2	1	1	4	2	2	1	3	3	3	3		
7																	1	1	1	1	1	1	1	1	1	1	1	1	1		
8																	1	1	1	1	1	1	1	1	1	1	1	1	1		
9																	1	1	1	1	1	1	1	1	1	1	1	1	1		
10																	1	1	1	1	1	1	1	1	1	1	1	1	1		
11																	1	1	2	1	1	1	1	1	1	1	1	1	1		
12																	1	1	2	1	1	1	1	1	1	1	1	1	1		
13																	1	1	1	2	1	1	1	1	1	1	1	1	1		
14																	1	1	1	2	1	1	1	1	1	1	1	1	1		
15																	1	1	1	2	1	1	1	1	1	1	1	1	1		
16																	1	1	1	1	1	1	1	1	1	1	1	1	1		
17																	1	1	1	1	1	1	1	1	1	1	1	1	1		
18																	1	1	1	1	1	1	1	1	1	1	1	1	1		
19																	1	1	1	1	1	1	1	1	1	1	1	1	1		
20																	1	1	1	1	1	1	1	1	1	1	1	1	1		
21																	1	1	1	1	1	1	1	1	1	1	1	1	1		
22																	1	1	1	1	1	1	1	1	1	1	1	1	1		
23																	1	1	1	1	1	1	1	1	1	1	1	1	1		
24																	1	1	1	1	1	1	1	1	1	1	1	1	1		
25																	1	1	1	1	1	1	1	1	1	1	1	1	1		
26																	1	1	1	1	1	1	1	1	1	1	1	1	1		
27																	1	1	1	1	1	1	1	1	1	1	1	1	1		
28																	1	1	1	1	1	1	1	1	1	1	1	1	1		
29																	1	1	1	1	1	1	1	1	1	1	1	1	1		
30																	1	1	1	1	1	1	1	1	1	1	1	1	1		
31																	1	1	1	1	1	1	1	1	1	1	1	1	1		

APPENDIX C - LOSS DATA

Table XXVI. LOSS DATA OF WHITE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

Table XXVII. LOSS DATA OF BLACK SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Table XXVIII. LOSS DATA OF HISPANIC SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOE	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
10	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
11	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
12	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
14	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
19	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
21	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
28	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Table XXIX. LOSS DATA OF MALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991			
1																0	15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
2																3	69	3	0	0	35	0	37	0	0	6	8	0	44	0	0	0			
3																276	204	154	96	111	74	98	162	133	153	123	166	168	122	90					
4																228	239	184	270	240	209	184	281	366	324	320	250	210	402	374	398				
5																193	233	230	206	243	197	213	185	188	170	141	149	126	174	258	244				
6																133	117	152	100	121	146	169	157	134	123	97	113	111	100	118	151				
7																86	76	54	74	67	60	88	69	108	88	102	88	62	66	86	80				
8																52	52	57	47	43	19	29	33	38	51	66	48	49	50	70	57				
9																82	8	5	18	25	20	13	17	18	22	42	30	39	19	18	41				
10																0	60	43	46	36	33	5	11	25	66	40	43	32	28	25	26				
11																17	11	28	32	28	24	33	11	5	24	28	59	51	39	72					
12																10	15	28	16	8	9	13	7	11	11	8	15	16	15	22					
13																18	16	12	20	12	26	11	9	12	13	8	7	7	14	7					
14																9	6	0	9	15	9	16	9	5	10	6	3	6	13	10					
15																0	4	9	0	4	0	4	0	7	3	10	0	0	9	6					
16																16	0	2	3	1	0	3	5	8	0	9	8	4	11						
17																11	12	8	9	0	5	7	6	0	2	8	4	6							
18																12	8	28	11	7	4	11	8	16	5	7	20	13							
19																28	35	29	20	21	22	10	28	17	12	10	10	14							
20																87	98	103	68	72	44	53	58	51	61	64	67								
21																30	59	25	37	27	15	15	11	28											
22																38	7	3	2	1	0	3	5	8	0	9	8	4	11						
23																17	13	27	13	22	15	20	15	10	10	17									
24																28	18	11	11	9	13	10	11	2	13	15	18								
25																13	25	13	20	22	10	11	9	13											
26																42	21	28	20	23	33														
27																8	11	12	16	5	17														
28																11	14	12	8	12	8	17													
29																14	14	12	31																
30																18	18	40																	

Table XXX. LOSS DATA OF FEMALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOE	960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XXXI. LOSS DATA OF WHITE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XXXII. LOSS DATA OF BLACK GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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**Table XXXIII. LOSS DATA OF HISPANIC GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
2											0	0	0	0	1	1	1	0	1	1	0	0	0	1	0	0	0	0	0	1		
3											1	0	0	0	1	1	1	0	1	1	0	0	0	1	0	0	0	0	0	0		
4											4	1	0	0	1	0	1	0	1	1	0	1	0	0	1	0	0	0	0	0		
5											1	4	0	0	1	1	0	2	0	2	1	0	0	1	3	0	0	0	0	0		
6											0	0	0	0	0	0	0	0	0	0	1	0	0	2	3	0	0	0	0	0		
7											0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	2	0	0	0		
8											0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0		
9											1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
10											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
11											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
12											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
13											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
14											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
15											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
16											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
17											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
18											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
19											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
20											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
21											1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
22											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
23											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
24											1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
25											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
26											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
27											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
28											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
29											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
30											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Table XXXIV. LOSS DATA OF MALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XXXV. LOSS DATA OF FEMALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
17	1	2	0	0	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
18	0	0	0	0	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
19	1	0	0	0	1	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
20	6	5	2	1	1	1	0	0	1	1	1	0	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
21	1	0	3	0	1	1	0	0	1	1	0	0	0	1	0	1	1	0	1	1	0	0	0	0	0	0	0	0	0	0		
22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
23	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
24	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
25	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
26	3	1	0	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1		
27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
28	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		
30	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		

Table XXXVI. LOSS DATA OF WHITE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	
1	1	0	3	10	19	19	12	0	11	4	9	7	16	19	24	14	16	0	21	60	117	55	73	33	38	16	30	115	111	119			
2	2	9	15	13	7	6	15	21	9	5	27	23	18	16	24	16	40	16	24	54	63	111	79	85	77	40	27	19	61	37	100		
3	3	18	19	14	15	30	15	18	16	10	26	30	27	11	22	15	17	15	17	15	46	30	45	27	37	26	31	39	33	19	31		
4	4	19	20	17	14	14	17	75	22	54	69	122	184	135	140	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114	114	
5	5	20	21	19	19	23	23	23	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24
6	6	21	22	20	20	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21	21
7	7	22	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23
8	8	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23	23
9	9	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24	24
10	10	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25	25
11	11	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26	26
12	12	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27	27
13	13	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28	28
14	14	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29	29
15	15	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30	30
16	16	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31	31
17	17	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32	32
18	18	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
19	19	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34	34
20	20	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35	35
21	21	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36	36
22	22	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37	37
23	23	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38	38
24	24	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39	39
25	25	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
26	26	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41	41
27	27	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42	42
28	28	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43	43
29	29	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44	44
30	30	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45	45

Table XXXVII. LOSS DATA OF BLACK AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOE	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XXXVIII. LOSS DATA OF HISPANIC AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1	6	4	8	1	1	1	1	1	1	1	5	0	4	0	10	9	2	4	6	6	5	3	3	1	3	16	0	0	0			
2	0	0	2	0	1	0	1	0	1	0	1	3	4	5	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0			
3	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0			
4	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
5	2	1	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
6	0	0	1	1	2	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
7	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
8	0	0	0	2	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
9	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
10	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
11	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
12	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
13	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
14	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
15	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
16	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
17	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
18	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
19	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
20	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
21	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
22	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
24	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
25	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
26	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
27	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
28	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
29	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
30	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			

Table XXXIX. LOSS DATA OF MALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XL. LOSS DATA OF FEMALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1											0	0	0	0	0	0	0	0	1	2	1	5	0	0	7	0	0	6				
2											0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	0	2	0	8			
3											0	0	0	0	0	0	0	0	0	0	1	0	0	2	0	0	4	0	1			
4											0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1			
5											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	3			
6											0	0	1	2	1	2	1	2	2	3	3	3	0	2	0	4	4	4				
7											0	1	1	0	1	1	1	1	2	2	2	2	0	4	2	0	6	3				
8											0	1	0	0	0	1	1	1	4	3	1	6	3	0	1	6	3					
9											0	0	0	0	0	1	0	1	2	1	1	0	1	0	3	0	0	0				
10											0	0	1	0	0	1	0	0	1	2	1	2	1	0	0	0	0	0	0			
11											1	0	0	0	0	0	0	0	1	0	1	2	1	2	0	0	0	0	0			
12											1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
13											0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
14											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
15											0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
16											1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
17											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
18											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
19											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
20											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
21											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
22											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
23											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
24											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
25											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
26											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
27											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
28											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
29											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			
30											0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0			

Table XLI. LOSS DATA OF WHITE SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YEAR	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
2	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
3	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
4	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
5	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
6	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
7	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
8	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
9	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
10	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
11	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
12	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
13	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
14	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
15	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
16	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
17	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
18	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
19	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
20	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
21	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
22	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
23	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
24	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
25	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
26	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
27	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
28	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
29	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
30	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	

Table XLII. LOSS DATA OF BLACK SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XLIII. LOSS DATA OF HISPANIC SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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APPENDIX D - PROMOTION-ELIGIBLE DATA

Table XLIV. PROMOTION-ELIGIBLE DATA OF WHITE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
-960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
OB960	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
O	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
B	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
I	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
S	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
M	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
A	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
D	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
E	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
N	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
F	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
G	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
H	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
L	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
P	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
R	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
T	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	
Z	0	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	

**Table XLV. PROMOTION-ELIGIBLE DATA OF BLACK SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XLVI. PROMOTION-ELIGIBLE DATA OF HISPANIC SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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**Table XLVII. PROMOTION-ELIGIBLE DATA OF MALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOE	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XLVIII. PROMOTION-ELIGIBLE DATA OF FEMALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1																			5	18	15	19	18	14	19	15	29	41	39		
2																			20	17	16	19	17	18	17	21	17	30	42		
3																			14	23	19	20	17	17	18	17	18	18	29		
4																			1	16	19	20	18	16	17	17	17	18	23		
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**Table XLIX. PROMOTION-ELIGIBLE DATA OF WHITE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR
YEAR GROUPS 1960 - 1991**

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table L. PROMOTION-ELIGIBLE DATA OF BLACK GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LI. PROMOTION-ELIGIBLE DATA OF HISPANIC GENERAL UNRESTRICTED LINE OFFICER BY YEAR OF SERVICE FOR
YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LII. PROMOTION-ELIGIBLE DATA OF MALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOE	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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**Table LIII. PROMOTION-ELIGIBLE DATA OF FEMALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR
YEAR GROUPS 1960 - 1991**

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LIV. PROMOTION-ELIGIBLE DATA OF WHITE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991

YOB960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988		
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**Table LV. PROMOTION-ELIGIBLE DATA OF BLACK AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOE960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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15	1	1	2	4	1	5	1	1	2	1	1	1	1	1	1	4	3	13	9	12	16	13	11	14	16	14	12				
16		1	1	1	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1	2	6	10	11	11	14	12					
17			1	1	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	2	2	2							
18			1	1	1	3	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1			
19	1	1	2	1	2	1	1	1	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1			
20		1	1	2	1	2	1	1	1	4	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1			
21		1	1	2	1	2	1	1	1	2	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1	1			
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Table LVI. PROMOTION-ELIGIBLE DATA OF HISPANIC AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LVII. PROMOTION-ELIGIBLE DATA OF MALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991

YOB ₅	60	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LVIII. PROMOTION-ELIGIBLE DATA OF FEMALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	
1																3	4	6	17	15	18	29	17	27	34	39	40	38	52	57
2																4	4	6	6	12	16	17	27	16	22	40	40	33	39	54
3																7	5	3	9	10	17	19	17	25	18	23	45	14	38	37
4																7	5	4	9	13	19	19	17	24	18	21	45	38	34	
5																1	5	2	1	3				2	1	3	3			
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Table LIX. PROMOTION-ELIGIBLE DATA OF WHITE SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991

YOE960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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**Table LX. PROMOTION-ELIGIBLE DATA OF BLACK SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXI. PROMOTION-ELIGIBLE DATA OF HISPANIC SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1											1	2	1							8	6	11	9	6	4	5	9	12	9			
2											1	1	1							3	5	10	5	7	8	5	8	9				
3											2	2	1							4	5	10	5	6	6	4	7					
4											1	2								2	4	5	7	4	5	6	4	4				
5											2	1	2							1	2	4	5	7	4	5	6	4				
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APPENDIX E - PROMOTION DATA

Table LXII. PROMOTION DATA OF WHITE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXIII. PROMOTION DATA OF BLACK SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXIV. PROMOTION DATA OF HISPANIC SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	
1																2	1																
2																4	3	2	12	5	3	21	23	20	42	53	56	28	51	52	66		
3																2	1																
4																2	4	4	2	2	9	3	2	12	19	15	20	36	35	23	26		
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Table LXV. PROMOTION DATA OF MALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	YOB960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXVI. PROMOTION DATA OF FEMALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXVII. PROMOTION DATA OF WHITE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXVIII. PROMOTION DATA OF BLACK GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	YOB960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXIX. PROMOTION DATA OF HISPANIC GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YEAR	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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**Table LXX. PROMOTION DATA OF MALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXXI. PROMOTION DATA OF FEMALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991		
1																	5	2	21															
2																	181	191	88	229	241	279	386	299	316	271	204	214	100	126	100	126	133	146
3																	46	152	124	140	39	127	150	185	265	245	251	200	163	154	125	95		
4																	4	2	19	50	24	48	58		2	8	4	18	13					
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10																	5	7	6	6	2	8	3	23	9	9	55	84	75	135	97			
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Table LXXII. PROMOTION DATA OF WHITE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	
1	2	1	2	3	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30

Table LXXIII. PROMOTION DATA OF BLACK AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXXIV. PROMOTION DATA OF HISPANIC AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1																1	3															
2																7	3	1	6	1	6	10	24	10	42	30	33	28	52	44	57	
3																6	5	5	1	1	1	4	10	22	9	30	25	40	45			
4																6	1	1	1	7	1	4	1	1	2	9	1	5	1			
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Table LXXV. PROMOTION DATA OF MALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991		
1																253	121	215	1													2		
2																1469	1031	1011	1132	1218	1147	1651	1377	1123	1631	846	1618	1243	1456					
3																155	173	89	148															
4																307	1420	1201	1150	1005	981	1106	1042	1148	1019	1404	1254	1164	1018	1458	1571	1487	1	
5																	9	16	57	18	21	67	66	55	71	131	93	100	59	117	119			
6																			2															
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9																																		
10																118	176	233	228	161	74	84	8	58	164	130	292	385	361	415	341			
11																		32	4	11	4	3	1	2	7	3	1	57	28					
12																		3	1	3	4	1	1	1										
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Table LXXVI. PROMOTION DATA OF FEMALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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2																5	3	8	10	17	19	17	25	18	23	45	14	38	37	46		
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Table LXXVII. PROMOTION DATA OF WHITE SUBMARINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXXVIII. PROMOTION DATA OF BLACK SUBMARINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table LXXXIX. PROMOTION DATA OF HISPANIC SUBMARINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOB	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1																1	1	1	2	4	5	10	5	6	6	4	7	8				
2																1	1	1	2	3	5	4	4	2	3	2						
3																1	1	1	2	3	4	4	4	1	2							
4																2	1	2	1	1	2	3	2	1	1	1						
5																2	1	2	1	1	1	1	1	1	1	1						
6																2	1	2	1	1	1	1	1	1	1	1						
7																2	1	2	1	1	1	1	1	1	1	1						
8																2	1	2	1	1	1	1	1	1	1	1						
9																2	1	2	1	1	1	1	1	1	1	1						
10																2	1	2	1	1	1	1	1	1	1	1						
11																2	1	2	1	1	1	1	1	1	1	1						
12																2	1	2	1	1	1	1	1	1	1	1						
13																2	1	2	1	1	1	1	1	1	1	1						
14																2	1	2	1	1	1	1	1	1	1	1						
15																2	1	2	1	1	1	1	1	1	1	1						
16																2	1	2	1	1	1	1	1	1	1	1						
17																2	1	2	1	1	1	1	1	1	1	1						
18																2	1	2	1	1	1	1	1	1	1	1						
19																2	1	2	1	1	1	1	1	1	1	1						
20																2	1	2	1	1	1	1	1	1	1	1						
21																2	1	2	1	1	1	1	1	1	1	1						
22																2	1	2	1	1	1	1	1	1	1	1						
23																2	1	2	1	1	1	1	1	1	1	1						
24																2	1	2	1	1	1	1	1	1	1	1						
25																2	1	2	1	1	1	1	1	1	1	1						
26																2	1	2	1	1	1	1	1	1	1	1						
27																2	1	2	1	1	1	1	1	1	1	1						
28																2	1	2	1	1	1	1	1	1	1	1						
29																2	1	2	1	1	1	1	1	1	1	1						
30																2	1	2	1	1	1	1	1	1	1	1						

APPENDIX F - LOSS RATES

Table LXXX LOSS RATES OF WHITE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

LXXXI LOSS RATES OF BLACK SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

Table LXXXII LOSS RATES OF HISPANIC SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	19901991
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160.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
170.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
180.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
190.500	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
200.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
211.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
22	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
23	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
24	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
25	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
26	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
27	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
28	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
29	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
30	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	

Table LXXXIII LOSS RATES OF MALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991	
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	300.529	0.714																														

Table LXXXIV LOSS RATES OF FEMALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
1																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
2																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
3																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
4																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
5																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
6																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
7																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
8																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
9																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
10																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
11																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
12																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
13																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
14																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
15																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
16																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
17																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
18																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
19																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
20																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
21																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
22																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
23																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
24																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
25																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	
26																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
27																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
28																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
29																					1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
30																					0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	

**Table LXXXV LOSS RATES OF WHITE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

Table LXXXVI LOSS RATES OF BLACK GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991

Table LXXXVII LOSS RATES OF HISPANIC GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	19901991
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**Table LXXXVIII LOSS RATES OF MALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	19901991
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160.800	0.750	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
170.000	1.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
180.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
190.000	0.133	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200	0.200		
200.000	0.500	0.000	0.500	0.000	0.250	0.385	0.200	0.222	0.000	0.000	0.250	1.000	0.667	0.375	0.250	0.285	0.000	1.000	0.667	0.375	0.250	0.285	0.000	1.000	0.667	0.375	0.250	0.285	0.000	
210.000	1.000	0.000	0.000	0.000	0.667	0.375	0.250	0.285	0.000	1.000	0.667	0.375	0.250	0.285	0.000	1.000	0.667	0.375	0.250	0.285	0.000	1.000	0.667	0.375	0.250	0.285	0.000	1.000	0.667	
220.333	0.000	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500		
230.500	0.333	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
240.000	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500	0.500		
251.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
26	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
27	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
28	1.000	0.500	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000	0.000		
29	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
30	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	

**Table LXXXIX LOSS RATES OF FEMALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	19901991	
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Table XC LOSS RATES OF WHITE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR GROUPS 1960 - 1991

Table XCI LOSS RATES OF BLACK AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	19901991
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Table XCII LOSS RATES OF HISPANIC AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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TABLE XCIII LOSS RATES OF MALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

RATES OF FEMALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

Table XCV LOSS RATES OF WHITE SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YEAR GROUP	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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	300.588	0.563	0.544	0.525	0.506	0.487	0.468	0.449	0.430	0.411	0.392	0.373	0.354	0.335	0.316	0.297	0.278	0.259	0.240	0.221	0.202	0.183	0.164	0.145	0.126	0.107	0.088	0.069	0.050	0.031	0.012	

Table XCVI LOSS RATES OF BLACK SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XCVII LOSS RATES OF HISPANIC SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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APPENDIX G - PROMOTION RATES

Table XCVIII PROMOTION RATES OF WHITE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table XCIX PROMOTION RATES OF BLACK SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

Table C PROMOTION RATES OF HISPANIC SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table CI PROMOTION RATES OF MALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

TABLE CII PROMOTION RATES OF FEMALE SURFACE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table CIII PROMOTION RATES OF WHITE GENERAL RESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991

**Table CIV PROMOTION RATES OF BLACK GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991**

YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	19901991
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TABLE CV PROMOTION RATES OF HISPANIC GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table CVI PROMOTION RATES OF MALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS
1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990/1991
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Table CVII PROMOTION RATES OF FEMALE GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990/1991													
1																0.024	0.017	0.016	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017	0.017						
2																0.948	0.610	0.918	0.939	0.883	0.955	0.953	0.943	0.958	0.958	0.971	0.947	0.552	0.897	0.971	0.980													
3																0.505	0.604	0.810	0.795	0.776	0.575	0.655	0.685	0.710	0.869	0.842	0.769	0.766	0.723	0.754														
4																0.810	0.400	0.826	0.893	0.727	0.960	0.906	0.286	0.800	0.444	0.783	0.650																	
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8																	0.042	0.043	0.308																									
9																0.400	0.682	0.732	0.690	0.805	0.586	0.830	0.636	0.736	0.667	0.389	0.167	0.196	0.010	0.006	0.006													
10																0.500	0.500	0.462	0.500	0.667	0.273	0.742	0.391	0.692	0.714	0.840	0.573	0.675	0.591															
11																0.500	0.500	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333							
12																																												
13																																												
14																	0.500	0.667	0.333	0.176	0.278	0.355	0.065	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024	0.024			
15																0.417	0.400	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667	0.667					
16	0.900	0.500	2.000													0.200	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000						
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19																		0.083																										
20																			0.182																									
21	0.600	0.333	0.333	0.200	0.222	0.500	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333	0.333									
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Table CVIII PROMOTION RATES OF WHITE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table CIX PROMOTION RATES OF BLACK AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991											
1																0.075	0.026	0.086	0.075	0.026	0.086	0.075	0.026	0.086	0.075	0.026	0.086	0.075	0.026	0.086	0.075	0.026	0.086	0.075	0.026	0.086	0.075	0.026	0.086				
2																0.750	0.924	1.000	0.958	0.870	0.727	0.885	0.957	0.871	0.800	0.872	0.690	0.600	0.971	0.957	0.913												
3																0.333	0.063	0.045	0.037	0.033	0.063	0.045	0.037	0.032	0.063	0.044	0.033	0.063	0.052	0.037	0.032	0.063	0.044	0.033	0.063	0.052	0.037	0.032	0.063	0.044	0.033	0.063	
4																1.000	0.909	0.955	1.000	1.000	0.952	1.110	0.944	0.952	0.833	0.963	0.750	0.765	1.000	0.750	0.765	1.000	0.750	0.765	1.000	0.750	0.765	1.000	0.750	0.765	1.000	0.750	0.765
5																1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	1.000	
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Table CX PROMOTION RATES OF HISPANIC AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	YOS1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	19901991
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Table CXI PROMOTION RATES OF MALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table CXII PROMOTION RATES OF FEMALE AVIATION WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

Table CXIII PROMOTION RATES OF WHITE SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	
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Table CXIV PROMOTION RATES OF BLACK SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 -
1991

	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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Table CXV PROMOTION RATES OF HISPANIC SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE FOR YEAR GROUPS 1960 - 1991

YOS	1960	1961	1962	1963	1964	1965	1966	1967	1968	1969	1970	1971	1972	1973	1974	1975	1976	1977	1978	1979	1980	1981	1982	1983	1984	1985	1986	1987	1988	1989	1990	1991
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APPENDIX H - LOSS RATES BY YEAR OF SERVICE AVERAGED ACROSS
YEAR GROUPS

Table CXVI LOSS RATES OF SURFACE WARFARE OFFICERS BY YEAR OF SERVICE

YOS	LOSS RATES				
	ETHNIC			GENDER	
	WHITE	BLACK	HISPANIC	MALE	FEMALE
1	.000	.034	.006	.001	.031
4	.008	.026	.017	.211	.000
3	.168	.127	.133	.111	.000
4	.245	.238	.238	.000	.141
8	.286	.029	.047	.288	.155
6	.200	.162	.211	.211	.000
4	.059	.108	.117	.108	.000
8	.110	.110	.000	.112	.128
9	.050	.071	.085	.060	.186
10	.093	.113	.000	.000	.000
11	.098	.135	.286	.110	.095
12	.025	.043	.025	.047	.000
13	.047	.050	.053	.000	.095
12	.034	.020	.000	.000	.000
18	.043	.025	.000	.000	.167
16	.110	.029	.090	.015	.000
12	.043	.034	.000	.023	.000
18	.017	.063	.050	.043	.000
19	.286	.098	.206	.076	.095
20	.200	.133	.026	.288	
21	.156	.168	.286	.169	
22	.110	.059	.000	.108	
23	.000	.000	.000	.000	
27	.047	.168	.000	.124	
25	.121	.050	.000	.108	
26	.276	.050	.000	.272	
27	.168	.286	.206	.169	
28	.173	.050	1.00	.173	
29	.298	.000		.294	
30	.663	.000		.644	

Table CXVII LOSS RATES OF GENERAL WARFARE OFFICERS BY YEAR OF SERVICE

YOS	LOSS RATES				
	ETHNIC			GENDER	
	WHITE	BLACK	HISPANIC	MALE	FEMALE
4	.0962	.0429	.0909	.0962	.0288
2	.2500	.2444	.0876	.1176	.0403
3	.0487	.0876	.1250	.1971	.0817
4	.2137	.1602	.1757	.0909	.1608
8	.0280	.1250	.1600	.5935	.1191
6	.1630	.0797	.1602	.3451	.1154
7	.1600	.0794	.1600	.2444	.0815
8	.0973	.1600	.2105	.1600	.0553
4	.0679	.0909	.0909	.1250	.0587
10	.0973	.0973	.2500	.4848	.0577
11	.0876	.2444	.0497	.4848	.0196
17	.0629	.0629	.0262	.2319	.0527
13	.0497	.2444	.2105	.0794	.0553
14	.0429	.0909	.0909	.1169	.0325
15	.0327	.2105	.0000	.1299	.0196
16	.0280	.1600	.1600	.2262	.0185
17	.0262	.0909	.1602	.0429	.0288
16	.0487	.1600	.1600	.0876	.0327
19	.1600	.1600	.2500	.1600	.0996
22	.3534	.1667	.1602	.0679	.3797
21	.2444	.2500	1.000	.4311	.2500
22	.1071	.1602	.1602	.2727	.0364
23	.1324	.0962	.0962	.0962	.0288
24	.2444	.2500	1.000	.4211	.1282
25	.0909	.1602		.0262	.1191
26	.3793			.0973	.4545
27	.1333			.2500	.1818
22	.2727			.0909	.1429
29	.6000			1.000	.5000
30	1.000				1.000

Table CXVIII LOSS RATES OF AVIATION WARFARE OFFICERS BY YEAR OF SERVICE

YOS	LOSS RATES				
	ETHNIC			GENDER	
	WHITE	BLACK	HISPANIC	MALE	FEMALE
4	.0951	.1966	.1416	.1000	.0566
4	.0458	.1250	.1416	.0504	.0442
3	.0986	.0800	.0152	.0800	.0225
4	.0305	.0479	.0315	.0315	.0110
5	.0694	.0260	.0641	.2692	.0369
6	.1423	.0444	.0909	.1416	.1171
7	.1966	.1250	.0884	.1966	.1773
5	.1625	.0986	.1414	.1619	.1923
9	.0458	.0800	.1000	.0909	.1111
10	.0990	.1278	.1250	.0990	.1228
11	.0986	.1161	.0800	.0800	.1842
17	.0277	.0444	.0909	.0479	.0455
13	.0342	.0800	.0000	.0986	.2353
17	.0277	.0800	.0800	.0281	.0110
18	.1270	.0333	.0000	.0213	.1667
16	.0265	.0816	.0800	.0268	.0225
17	.0314	.0000	1.000	.0315	.0110
18	.0525	.0525	.0526	.0528	.0110
19	.1232	.0800	.1250	.1226	
20	.2957	1.000	.3077	.2979	
21	.1667	.1414	.1250	.0800	
22	.1233	.1250	.0444	.1227	
23	.0800	.0000	.0000	.0845	
24	.0986	.1667	.3333	.0986	
25	.0444	.0000	.3333	.1432	
26	.2930	.3333	.0000	.2943	
27	.2143	.0000	1.000	.2163	
23	.2696	.0000		.2692	
29	.3407	.0000		.3358	
30	.5393	.0000		.4493	

Table CXIX LOSS RATES OF SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE

YOS	LOSS RATES		
	ETHNIC		
	WHITE	BLACK	HISPANIC
1	.0543	.1489	.2235
2	.0928	.0928	.0615
3	.0306	.0563	.1071
4	.1849	.1849	.2222
5	.4690	.2143	.3235
6	.0000	.1849	.0000
7	.1714	.1053	.1429
8	.1267	.1250	.4167
9	.0503	.1538	.0000
10	.0928	.0313	.0000
11	.1175	.4000	.0000
12	.0845	.1250	.0000
13	.0783	.2857	.0000
14	.0615	.2500	.0000
15	.0000	.0000	.0000
16	.2143	.0000	.0250
17	.1714	.0000	.0000
18	.0313	.0000	.0000
19	.4000	.0000	.3333
20	.1714	.0000	.0000
21	.0962	.0000	.0000
22	.0000	.0000	.0000
23	.0000	.0000	.0000
24	.0842	.0000	.0000
25	.1077	.0000	.0000
26	.1849		.0000
27	.1657		.0000
28	.0000		.0000
29	.2771		.0000
30	.5854		.0000

APPENDIX I - PROMOTION RATES BY YEAR OF SERVICE AVERAGED
ACROSS YEAR GROUPS

Table CXX PROMOTION RATES OF SURFACE WARFARE OFFICERS BY YEAR OF SERVICE

YOS	PROMOTION RATES				
	ETHNIC			GENDER	
	WHITE	BLACK	HISPANIC	MALE	FEMALE
8	.008	.013	.008	.020	.000
2	.000	.000	.936	.950	.996
3	.010	.010	.678	.543	.015
4	.600	.694	.663	.692	.200
5	.543	.010	.020	.531	.818
9	.333	.020		.375	
2	.000	.000	.000	.000	.000
8	.000	.450	.000	.000	.058
9	.366	.000	.000	.000	.200
10	.656	.678	.000	.950	.970
11	.000	.450	.000	.010	.000
14	.000	.000	.000	.000	.000
10	.000	.017	.000	.000	.000
14	.421	.421	.056	.421	.000
15	.543	.047	.020	.000	.667
15	.000	.000	.000	.000	.000
14	.000	.000	.000	.000	.000
18	.000	.000	.000	.000	.000
10	.001	.000	.000	.000	
20	.008	.000	.000	.000	.000
21	.000	.450	.000	.020	.000
22	.000	.375	.000	.421	
24	.000	.000		.000	
24	.000	.000		.000	
25	.000	.000		.000	
26	.000			.000	
27	.936	.936	.936	.047	
21	.000	.000		.000	
29	.041	.333		.046	
30	.013	.000		.012	

Table CXXI PROMOTION RATES OF GENERAL UNRESTRICTED LINE OFFICERS BY YEAR OF SERVICE

YOS	PROMOTION RATES				
	ETHNIC			GENDER	
	WHITE	BLACK	HISPANIC	MALE	FEMALE
1	.006	.012	.000	.042	.001
2	.011	.997	.000	.000	.927
3	.006	.000	.476	.013	.001
4	.000	.000	.703	.476	.743
5	.000	.465	.476	.074	.799
6	.000	.000		.000	.000
7	.000	.011	.000	.000	.000
8	.011	.011	.000	.000	.011
9	.000	.000	.357	.000	.000
10	.006	.000	.476	.476	.000
11	.158	.006	.000	.022	.000
12	.027	.000	.000	.000	.000
13	.003	.000	.000	.017	.001
14	.081	.060	.000	.080	.077
15	.571	.480	.000	.357	.000
16	.465	.000	.000	.000	.231
17	.000	.000	.000	.000	.000
18	.000	.000	.000	.000	.000
19	.006	.000	.000	.000	.011
20	.027	.000	.000	.000	.000
21	.277	.333		.000	.337
22	.226	.000	.000	.000	.000
23	.006	.000	.000	.000	.000
24	.027	.000	.000	.000	.000
25	.000			.000	.000
26	.006			.000	.056
27	.000			.000	.000
28	.111			.000	.167
29	.000				.000
30	.000				.000

Table CXXII PROMOTION RATES OF AVIATION WARFARE OFFICERS BY YEAR OF SERVICE

YOS	PROMOTION RATES				
	ETHNIC			GENDER	
	WHITE	BLACK	HISPANIC	MALE	FEMALE
1	.024	.011	.015	.023	.003
2	.005	.004	.845	.905	.962
3	.024	.021	.010	.027	.000
4	.008	.891	.841	.907	.000
5	.024	.000	.735	.720	.938
6	.000	.000	.000	.563	
7	.000				
8	.005	.011	.005	.005	.000
9	.415	.390	.415	.415	.181
10	.626	.623	.643	.623	.800
11	.213	.000	.000	.000	.000
12	.008	.000		.203	
13	.003	.025	.005	.004	.059
14	.023	.118	.000	.000	.000
15	.633	.005	.545	.631	.800
16	.000	.000	.024	.190	
17	.000	.000	.000	.009	
18	.007	.005	.005	.005	
19	.002	.000	.000	.000	
20	.000	.000	.000	.000	
21	.381	.714	.005	.383	
22	.381	.000	.000	.000	
23	.005	.000	.000	.005	
24	.004	.000	.000	.004	
25	.415		.000	.000	
26	.002	.005	.005	.002	
27	.623	.005		.623	
28	.075	.000		.073	
29	.058	.000		.065	
30	.073	.000		.121	

Table CXXIII PROMOTION RATES OF SUBMARINE WARFARE OFFICERS BY YEAR OF SERVICE

YOS	PROMOTION RATES		
	ETHNIC		
	WHITE	BLACK	HISPANIC
1	.000	.032	.012
2	.891	.972	.922
3	.011	.028	.019
4	.801	.860	.674
5	.552	.667	.714
6	.500		
7	.000		
8	.000	.000	.000
9	.000	.192	.500
10	.811	.000	.000
11	.311	.143	
12	.000		
13	.000	.167	.000
14	.066	.333	.500
15	.783	1.00	.000
16	.387		
17	.000	.333	.000
18	.000	.000	.000
19	.000	.167	.000
20	.192	.000	.000
21	.000	1.00	.714
22	.500		
23	.000		
24	.000		
25	.000	.000	.674
26	.000		.000
27	.017		.000
28	.073		.000
29	.054		.000
30	.000		.000

**APPENDIX J - LOSS RATES BY MILESTONE PERIOD AVERAGED ACROSS
YEAR GROUPS**

**Table CXXIV MILESTONE PERIOD LOSS RATES OF SURFACE WARFARE
OFFICERS AVERAGED ACROSS YEAR GROUPS**

MILESTONE PERIOD	YEARS OF SERVICE	LOSS RATES				
		ETHNIC			GENDER	
		WHITE	BLACK	HISPANIC	MALE	FEMALE
1	1-2	.005	.031	.017	.006	.033
2	3-6	.189	.173	.180	.190	.123
3	7-11	.110	.118	.138	.110	.150
3	12-17	.030	.038	.026	.030	.250
5	18-20	.129	.081	.259	.129	.000
6	21-26	.145	.091	.143	.188	
7	27-30	.256	.000		.252	

Table CXXV MILESTONE PERIOD LOSS RATES OF GENERAL UNRESTRICTED LINE OFFICERS AVERAGED ACROSS YEAR GROUPS

MILESTONE PERIOD	YEARS OF SERVICE	LOSS RATES				
		ETHNIC			GENDER	
		WHITE	BLACK	HISPANIC	MALE	FEMALE
1	1-2	.0304	.0105	.0432	.0535	.0338
2	3-6	.1650	.1052	.1495	.3088	.1147
3	7-11	.0940	.1168	.1190	.2455	.0724
4	12-16	.0358	.0677	.0000	.1258	.0336
5	17-20	.1300	.0435	.2000	.1429	.1319
6	21-25	.1715	.2000	.5000	.2857	.1273
7	26-30	.3684		.0000	.3333	.0375

Table CXXVI MILESTONE PERIOD LOSS RATES OF AVIATION WARFARE OFFICERS AVERAGED ACROSS YEAR GROUPS

MILESTONE PERIOD	YEARS OF SERVICE	LOSS RATES				
		ETHNIC			GENDER	
		WHITE	BLACK	HISPANIC	MALE	FEMALE
1	1-2	.0728	.1580	.1164	.0780	.0460
2	3-7	.0768	.0865	.0786	.0770	.0680
3	8-12	.0960	.1027	.1241	.0960	.1430
4	13-18	.0299	.0500	.0360	.0300	.0950
5	19-25	.1574	.1429	.1778	.1580	
6	26-30	.2496	.0000	1.000	.2460	

Table CXXVII MILESTONE PERIOD LOSS RATES OF SUBMARINE WARFARE OFFICERS AVERAGED ACROSS YEAR GROUPS

MILESTONE PERIOD	YEARS OF SERVICE	LOSS RATES		
		ETHNIC		
		WHITE	BLACK	HISPANIC
1	1-2	.0455	.0938	.1560
2	3-7	.1397	.1203	.2115
3	8-12	.0906	.2195	.1250
4	13-16	.0528	.1667	.0625
5	17-20	.0683	.0000	.0909
6	21-24	.0749	.0000	.0909
7	25-30	.1957		.0000

APPENDIX K - PROMOTION RATES BY MILESTONE PERIOD AVERAGED
ACROSS YEAR GROUPS

Table CXXVIII MILESTONE PERIOD PROMOTION RATES OF SURFACE WARFARE OFFICERS AVERAGED ACROSS YEAR GROUPS

MILESTONE PERIOD	YEARS OF SERVICE	PROMOTION RATES				
		ETHNIC			GENDER	
		WHITE	BLACK	HISPANIC	MALE	FEMALE
1	1-2	.496	.467	.482	.492	.523
2	3-6	.339	.333	.341	.338	.469
3	7-11	.199	.175	.137	.197	.193
4	12-17	.168	.151	.111	.166	.105
5	18-20	.003	.013	.000	.004	.000
6	21-26	.268		.500	.269	
7	27-30	.034		.000	.036	

Table CXXIX MILESTONE PERIOD PROMOTION RATES OF GENERAL UNRESTRICTED LINE OFFICERS AVERAGED ACROSS YEAR GROUPS

MILESTONE PERIOD	YEARS OF SERVICE	PROMOTION RATES				
		ETHNIC			GENDER	
		WHITE	BLACK	HISPANIC	MALE	FEMALE
1	1-2	.468	.530	.488	.516	.462
2	3-6	.334	.364	.313	.241	.380
3	7-11	.179	.150	.194	.028	.206
4	12-16	.159	.123	.111	.129	.160
5	17-20	.009	.056	.400	.000	.011
6	21-25	.193	.000	.000	.053	.271
7	26-30	.063			.000	.077

Table CXXX MILESTONE PERIOD PROMOTION RATES OF AVIATION WARFARE OFFICERS AVERAGED ACROSS YEAR GROUPS

MILESTONE PERIOD	YEARS OF SERVICE	PROMOTION RATES				
		ETHNIC			GENDER	
		WHITE	BLACK	HISPANIC	MALE	FEMALE
1	1-2	.437	.383	.399	.433	.482
2	3-7	.473	.458	.447	.473	.498
3	8-12	.305	.291	.320	.304	.264
4	13-18	.195	.137	.152	.194	.273
5	19-25	.133	.250	.100	.133	
6	26-30	.038	.000	.000	.04	

Table CXXXI MILESTONE PERIOD PROMOTION RATES OF SUBMARINE WARFARE OFFICERS AVERAGED ACROSS YEAR GROUPS

MILESTONE PERIOD	YEARS OF SERVICE	PROMOTION RATES		
		ETHNIC		
		WHITE	BLACK	HISPANIC
1	1-2	.456	.471	.429
2	3-7	.409	.439	.393
3	8-12	.348	.148	.364
4	13-16	.256	1.80	.333
5	17-20	.003	.000	.000
6	21-24	.451	1.00	1.00
7	25-30	.020		.000

APPENDIX L - MILESTONE PERIOD LOSS RATES BY YEAR GROUPS

Table CXXXII MILESTONE PERIOD LOSS RATES OF SURFACE WARFARE OFFICERS BY ETHNIC GROUP AND YEAR GROUP

Year Group	Milestone Period 1			Milestone Period 2			Milestone Period 3			Milestone Period 4			Milestone Period 5			Milestone Period 6			Milestone Period 7			
	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	
1960													135	125	200	153	125	1.00	250			
1961													143	1.00		124			260			
1962													118	.083		153	.000					
1963													.166	.000	.000	.141	100	.000				
1964													.019	.042	.000	.119	.067	400	141	125		
1965													.022	.125		111	.000		155	.333		
1966													.037	.030	.000	.098	.000	.000				
1967													.041		100	143		1.00				
1968													.046	.200	.000	.134		286				
1969													108	.152	.000	.028	.000	.000	124	.091	.333	
1970													119	.103	400	.031	.030		128	111		
1971													106	.100	.333	.024	.045		135	.125		
1972													.089	.068	.167	.033	.032	.000				
1973				251	227	273	078	.146	.000	.026	.077	.125										
1974				221	241	.067	088	.043	.091	.022	.019	.000										
1975	.027	.000	.286	205	.156	.100	118	.115	.222													
1976	.004	.101	.143	185	.121	.125	099	.113	.167													
1977	.000	.051	.000	156	.152	.104	126	.143	.081													
1978	.000	.000	.000	155	.140	.200	133	.115	.286													
1979	.014	.000	.000	173	.193	.182	125	.083	.100													
1980	.000	.023	.048	201	.186	.217	115	.179	.172													
1981	.011	.022	.024	188	.247	.195																
1982	.000	.070	.000	178	.178	.145																
1983	.000	.070	.023	175	.143	.232																
1984	.000	.042	.010	185	.132	.170																
1985	.001	.022	.058	198	.208	.176																
1986	.000	.005	.000																			
1987	.015	.023	.000																			
1988	.000	.037	.000																			
1989	.002	.000	.000																			
1990																						
1991																						

W = WHITE

B = BLACK

H = HISPANIC

Table CXXXIII MILESTONE PERIOD LOSS RATES OF SURFACE WARFARE OFFICERS BY GENDER AND YEAR GROUP

Year Group	Milestone Period 1		Milestone Period 2		Milestone Period 3		Milestone Period 4		Milestone Period 5		Milestone Period 6		Milestone Period 7	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1960									135					
1961									144					
1962									.118					
1963									165					
1964							018		120					
1965							023		111					
1966							036		097	.000				
1967							041		144					
1968							046		135					
1969					108		028	1.00	123					
1970					.119	.000	030	.667	128					
1971					106		026		135					
1972					.089	.000	033	.000						
1973		252			.079	.000	026	1.00						
1974		221	.000		.087	.143	022	.000						
1975	027	1.00	203	.000	118	.150								
1976	007	1.00	184	.100	.099	.222								
1977	000		162	.031	127	.123								
1978	000	.000	157	.074	132	.270								
1979	014	.000	176	.085	121	.158								
1980	000	.029	202	.197	119	.069								
1981	015	.000	191	.082										
1982	000	.053	178	.119										
1983	000	.029	176	.167										
1984	003	.000	180	.264										
1985	003	.054	199	.155										
1986	000	.000												
1987	015	.000												
1988	000	.017												
1989	000	.036												
1990														
1991														

M = MALE

F = FEMALE

Table CXXXIV MILESTONE PERIOD LOSS RATES OF GENERAL UNRESTRICTED LINE OFFICERS BY ETHNIC GROUP AND YEAR GROUP

Year Group	Milestone Period 1			Milestone Period 2			Milestone Period 3			Milestone Period 4			Milestone Period 5			Milestone Period 6			Milestone Period 7			
	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	
1960													.143		.000	.304		1.00				
1961													.188			.051		.333				
1962													.024			.194						
1963													.114			.069						
1964													.068	.000		.129	.000		.275	200		
1965													.060			.135			.170			
1966													.048	.000		.208	.000		.158	200		
1967													.041	.000		.101	.000					
1968													.065			.093						
1969													.088	1.00		.063			.160			
1970													.078	.000		.034	.000		.123	.000		
1971													.118	.143		.052	.125		.136	.125		
1972													.062	.000	.500	.023	.000					
1973													.404	.391	.500	.055	.048	.000	.021	.000	.000	
1974													.193	.081	.200	.044	.071	.000	.019	.000	.000	
1975													.109	.000	.000	.175	.089	.214	.075	.114	.200	.031
1976													.103	.000	.000	.216	.135	.429	.096	.156		
1977													.016	.000	.143	.133	.085	.182	.108	.091	.000	
1978													.023	.000	.250	.136	.085	.000	.099	.169	.250	
1979													.000	.000	.167	.121	.139	.600	.121	.163		
1980													.018	.000	.111	.117	.025	.067	.116	.123	.182	
1981													.028	.015	.071	.100	.053	.176				
1982													.021	.016	.000	.140	.071	.097				
1983													.074	.000	.000	.142	.117	.115				
1984													.007	.045	.000	.136	.092	.200				
1985													.013	.012	.037	.159	.113	.039				
1986													.000	.023	.000							
1987													.008	.000	.000							
1988													.024	.000								
1989													.009	.000	.050							
1990																						
1991																						

W = WHITE

B = BLACK

H = HISPANIC

Table CXXXV MILESTONE PERIOD LOSS RATES OF GENERAL UNRESTRICTED LINE OFFICERS BY GENDER AND YEAR GROUP

Year Group	Milestone Period 1		Milestone Period 2		Milestone Period 3		Milestone Period 4		Milestone Period 5		Milestone Period 6		Milestone Period 7	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1960									.000	.167	333	333		
1961									1.00	.152	.222	.030	333	375
1962									.125	.077	.211	.167		
1963									188	.133	.143	.045		
1964							214	.034	.135	.109	.667	.167		
1965							000	.155	.159	.097	.269	.074		
1966							063	.094	.167	.209	.250	.214		
1967							000	.064	.100	.094				
1968							237	.044	.000	.113				
1969					333	.043	389	.031	.286	.152				
1970					333	.052	121	.020	.105	.130				
1971					206	.113	269	.032	.250	.131				
1972					139	.063	172	.010						
1973		668	.195	.195	045		053	.025						
1974		326	.152	271	.024		071	.026						
1975	228	.027	321	.121	207	.062	000	.031						
1976	058	137	295	.138	229	.061								
1977	000	.044	171	.120	285	.070								
1978	000	.059	180	.130	267	.068								
1979	000	.040	203	.088	265	.098								
1980	016	.020	172	.097	192	.104								
1981	000	.033	142	.101										
1982	053	.021	317	.104										
1983	143	.042	279	.109										
1984	000	.026	307	.090										
1985	000	.033	323	.106										
1986	000	.011												
1987	000	.030												
1988	050	.011												
1989	088	.007												
1990														
1991														

M = MALE

F = FEMALE

Table CXXXVI MILESTONE PERIOD LOSS RATES OF AVIATION WARFARE OFFICERS BY ETHNIC GROUP AND YEAR GROUP

Year Group	Milestone Period 1			Milestone Period 2			Milestone Period 3			Milestone Period 4			Milestone Period 5			Milestone Period 6		
	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H
1960													.161			250		
1961													.132	.000	.000	235	.000	1.00
1962													.140					
1963													.049	.000	.000	.137	500	267
1964													.031	.000	.000	.177	.063	.000
1965													.037	.040	.000	166	400	.250
1966													.026	.143	.071	173	.000	.250
1967													.020	.000	.000			
1968										101	.143	.286	.029	.167	.000			
1969										105	.000	.200	.020	.000	.500			
1970										107	.182	.222	.028	.000	.250			
1971										105	.045	.143	.027	.050	.000			
1972										062	.150	.273	.043	.000	.000			
1973				131	.138	.133	036	.085	.000	030	.095	.063						
1974				.095	.110	.114	.058	.043	.000									
1975	.113	.400	.429	.088	.054	.118	.093	.036	.100									
1976	.186	.279	.600	.057	.047	.000	.106	.100	.000									
1977	.089	.129	.308	.054	.090	.050	.136	.167	.190									
1978	.046	.173	.400	.071	.099	.000	.122	.135	.167									
1979	.045	.240	.091	.078	.047	.087	.115	.145	.053									
1980	.067	.125	.087	.073	.037	.040												
1981	.075	.111	.073	.086	.110	.072												
1982	.090	.106	.273	.069	.096	.057												
1983	.080	.102	.057	.059	.078	.066												
1984	.051	.151	.100	.057	.072	.113												
1985	.051	.222	.042															
1986	.072	.173	.129															
1987	.039	.173	.087															
1988	.033	.032	.051															
1989	.051	.094	.133															
1990																		
1991																		

W = WHITE

B = BLACK

H = HISPANIC

Table CXXXVII MILESTONE PERIOD LOSS RATES OF AVIATION WARFARE OFFICERS BY GENDER AND YEAR GROUP

Year Group	Milestone Period 1		Milestone Period 2		Milestone Period 3		Milestone Period 4		Milestone Period 5		Milestone Period 6	
	M	F	M	F	M	F	M	F	M	F	M	F
1960									162		.286	
1961									128		207	
1962									140			
1963							.047		139			
1964							.030		177			
1965							.036		168			
1966							.027		173			
1967							.020					
1968					102		.029					
1969					104		.021					
1970					108	.250	.029					
1971					105		.027					
1972					.062		.043					
1973			132	.056	.038	.038	.031	.095				
1974		.095			.057							
1975	126	.000	.088	.087	.092	.077						
1976	191	.250	.057	.111	.106	.111						
1977	.095	.000	.054	.119	.136	.250						
1978	.051	.000	.072	.053	.122	.117						
1979	.052	.000	.076	.068	.114	.225						
1980	.071	.000	.072	.054								
1981	.077	.029	.085	.035								
1982	.093	.071	.070	.076								
1983	.081	.030	.060	.034								
1984	.054	.102	.059	.109								
1985	.058	.000										
1986	.078	.025										
1987	.045	.096										
1988	.034	.026										
1989	.057	.075										
1990												
1991												

M = MALE

F = FEMALE

Table CXXXVIII MILESTONE PERIOD LOSS RATES OF SUBMARINE WARFARE OFFICERS BY ETHNIC GROUP AND YEAR GROUP

Year Group	Milestone Period 1			Milestone Period 2			Milestone Period 3			Milestone Period 4			Milestone Period 5			Milestone Period 6			Milestone Period 7				
	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H		
1960													.082				.068			.221			
1961													.088				.072			.168			
1962													.095				.074						
1963													.046				.056			.084			
1964													.034				.065			.092			
1965													.025				.042			.040			
1966													.045	.000	.000	.055	.000	.000	103	.000	.000		
1967													.101				.053			.061			
1968													.118	.250	1.00	.043				.066			
1969													.091	.125	.000	.071	500	.000	.086	.000	333		
1970													.100	1.00		.044				.061			
1971													.103		125	.070				.125	.041		
1972													.079				.056						
1973													139	.000	.111	.085	.000	200	.053	.500			
1974													.138			.050			.037				
1975	.009	.000	1.00		.155	.200							.083	.000		.052	.000						
1976	.137	.053	.000		.143	.152	.143						.063	.267	.000								
1977	.029	.111	.000		.119	.105	.500						.110	.375									
1978	.038	.080			.130	.065							.120	.172									
1979	.036	.000	1.00		.122	.095							.079	.429									
1980	.034	.050	.000		.149	.167	.222																
1981	.043	.143	.455		.149	.167	.308																
1982	.055	.077	.091		.147	.125	.043																
1983	.037	.182	.048		.133	.063	.320																
1984	.041	.200	.286		.155	.125	.250																
1985	.063	.200	.077																				
1986	.041	.333	.000																				
1987	.020	.167	.100																				
1988	.030	.000	.118																				
1989	.061	.000	.190																				
1990																							
1991																							

W = WHITE

B = BLACK

H = HISPANIC

APPENDIX M - MILESTONE PERIOD PROMOTION RATES BY YEAR GROUPS

Table CXXXIX MILESTONE PERIOD PROMOTION RATES OF SURFACE WARFARE OFFICERS BY ETHNIC GROUP AND YEAR GROUP

Year Group	Milestone Period 1			Milestone Period 2			Milestone Period 3			Milestone Period 4			Milestone Period 5			Milestone Period 6			Milestone Period 7			
	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	
1960													.000	.000	.000	240	1.00	.000	.044	.000	.000	
1961													.000	.000	.000	326	.000	.000	.028	.000	.000	
1962													.001	.000	.000	237	.600	.000				
1963													.000	.000	.000	283	1.00	.500				
1964													.162	.235	.100	.000	.000	.000	.269	.333	.000	
1965													.178	.143	.000	.004	.000	.000	.266	.000	.000	
1966													.220	.250	.250	.002	.000	.000				
1967													.164	.000	.125	.009	.000	.000				
1968													.184	.000	.154	.000	.000	.000				
1969													211	148	.250	.185	.100	.000	.005	.000	.000	
1970													196	207	.000	.169	.167	.000	.012	.067	.000	
1971													.230	.238	.000	.155	.200	.000	.004	.000	.000	
1972													.247	.250	.250	.144	.146	.000				
1973													.305	.281	.286	.253	.194	.333	.154	.042	.167	
1974													.352	.300	.500	.243	.281	.286	.142	.152	.100	
1975	.547	.600	.429	.345	.367	.333	.203	.218	.125													
1976	.526	.417	.800	.365	.419	.500	.212	.163	.250													
1977	.545	.497	.591	.395	.381	.345	.176	.135	.133													
1978	.526	.511	.714	.373	.362	.333	.161	.157	.000													
1979	.500	.508	.500	.338	.268	.286	.156	.213	.125													
1980	.511	.470	.500	.294	.290	.324	.162	.103	.097													
1981	.503	.493	.561	.331	.267	.422																
1982	.505	.481	.513	.339	.325	.390																
1983	.520	.439	.483	.334	.348	.267																
1984	.532	.486	.505	.353	.403	.356																
1985	.512	.485	.463	.304	.295	.322																
1986	.212	.263	.257																			
1987	.506	.509	.520																			
1988	.513	.466	.536																			
1989	.512	.490	.520																			
1990																						
1991																						

W = WHITE

B = BLACK

H = HISPANIC

Table CXL MILESTONE PERIOD PROMOTION RATES OF SURFACE WARFARE OFFICERS BY GENDER AND YEAR GROUP

Year Group	Milestone Period 1		Milestone Period 2		Milestone Period 3		Milestone Period 4		Milestone Period 5		Milestone Period 6		Milestone Period 7	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1960									.000		.240		.048	
1961									.003		.326		.028	
1962									.004		.240			
1963									.000		.292			
1964							162		.000		.267			
1965							169		.004		.263			
1966							222		.002	.000				
1967							164		.009					
1968							187	.000	.000					
1969						211		183		.007				
1970						197	.000	167		.014				
1971						230		155	.000	.004				
1972						247	.500	144						
1973		304				252	.333	151						
1974		351				244	.333	140	250					
1975	548	.000	345		203	.059								
1976	521	.000	366	2.00	208	273								
1977	541		388	846	171	191								
1978	520	2.80	368	.588	158	.194								
1979	496	.920	333	.477	158	.163								
1980	507	543	293	.351	157	.208								
1981	498	.645	329	.425										
1982	504	.447	338	.424										
1983	513	486	331	.400										
1984	525	.563	357	.314										
1985	508	460	303	.382										
1986	217	200												
1987	507	.563												
1988	512	492												
1989	513	470												
1990														
1991														

M = MALE

F = FEMALE

Table CXLI MILESTONE PERIOD PROMOTION RATES OF GENERAL UNRESTRICTED LINE OFFICERS BY ETHNIC GROUP AND YEAR GROUP

Year Group	Milestone Period 1			Milestone Period 2			Milestone Period 3			Milestone Period 4			Milestone Period 5			Milestone Period 6			Milestone Period 7				
	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H		
1960													.000			286							
1961													.000			333			.000	063			
1962													.000			200							
1963													.000			267							
1964													.216			000	.000		154	.000			
1965													.230	.333		000			083				
1966													.268	.333		000	.000		182	000			
1967													.172	.333		039	.333						
1968													.173	.000		000							
1969													.217	.000		220			.009				
1970													.203	.333		.131	.250		.023	.000			
1971													.230	.200		.161	.100		000	.000			
1972													.246	.375	.000	.114	.059						
1973													.192	.244	.167	.256	.296	.333	.138	.160	.000		
1974													.295	.381	.333	.236	.182	.333	.167	.050	.250		
1975	447	478	.571		342	.259	.222		212	.261	.333		150		.111								
1976	470	917	.500		220	.240	.250		187	.111													
1977	517	611	.571		346	.338	.286		166	.169	.333												
1978	458	538	.250		353	.442	.500		168	.070	.000												
1979	503	.759	.500		366	.356	.000		130	.108													
1980	472	568	.444		392	.404	.444		141	.108	.111												
1981	466	507	.429		431	.478	.273																
1982	485	492	.471		361	.458	.333																
1983	453	516	.538		363	.319	.313																
1984	503	507	.625		335	.371	.214																
1985	485	506	.519		320	.333	.444																
1986	257	295	.400																				
1987	463	636	.667																				
1988	486	591																					
1989	508	.500	.450																				
1990																							
1991																							

W = WHITE

B = BLACK

H = HISPANIC

Table CXLII MILESTONE PERIOD PROMOTION RATES OF GENERAL UNRESTRICTED LINE OFFICERS BY GENDER AND YEAR GROUP

Year Group	Milestone Period 1		Milestone Period 2		Milestone Period 3		Milestone Period 4		Milestone Period 5		Milestone Period 6		Milestone Period 7	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F
1960									.000	.000	000	667		
1961									.000	.000	000	462		
1962									.000	.000	100	429		
1963									.000	.000	100	250		
1964							400	171	000	000	143	125		
1965							214	245	000	000	000	231		
1966							400	235	000	000	125	100		
1967							240	167	000	.061				
1968							125	186	000	000				
1969					024	273	200	213	000	.010				
1970					065	225	032	.150	000	.024				
1971					107	245	040	.179		.000				
1972					115	272	000	.127						
1973			065	346	041	276	111	140						
1974			189	370	047	257	077	162						
1975	386	484	254	387	081	244	080	152						
1976	549	431	148	301	030	245								
1977	705	481	359	335	007	207								
1978	597	433	418	341	000	203								
1979	729	463	324	.384	007	.152								
1980	452	478	407	.391	026	.156								
1981	514	467	475	421										
1982	558	477	238	407										
1983	429	469	288	.384										
1984	611	.479	166	.418										
1985	583	.469	184	.392										
1986	228	278												
1987	466	485												
1988	500	491												
1989	509	.503												
1990														
1991														

M = MALE

F = FEMALE

Table CXLIII MILESTONE PERIOD PROMOTION RATES OF AVIATION WARFARE OFFICERS BY ETHNIC GROUP AND YEAR GROUP

Year Group	Milestone Period 1			Milestone Period 2			Milestone Period 3			Milestone Period 4			Milestone Period 5			Milestone Period 6		
	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H
1960													.131					
1961													.176					
1962													.129					
1963													.181	.000	.111	.147		.111
1964													.158	.111	.333	.126	.333	.333
1965													.154	.045	.100	.109	.000	.000
1966													.218	.250	.333	.129	.333	.000
1967													.232	.267	.500			
1968													.277	.250	.222	.242	.333	.143
1969													.294	.500	.222	.242	.333	.000
1970													.307	.125	.167	.190	.000	.000
1971													.331	.333	.250	.206	.000	.333
1972													.378	.182	.286	.167	.333	.000
1973				436	.457	.400				397	.359	.500				.164	.167	.077
1974				477	.600	.500				404	.450	.500						
1975	477	298	.308	495	.516	.571				329	.370	.500						
1976	415	367	.100	495	.477	.500				332	.389	.400						
1977	485	441	.391	509	.444	.471				252	.200	.333						
1978	464	385	.200	479	.500	.500				235	.216	.000						
1979	470	320	.545	481	.500	.364				218	.205	.333						
1980	454	411	.435	465	.478	.500												
1981	448	400	.436	452	.413	.469												
1982	436	409	.303	472	.481	.478												
1983	439	407	.477	464	.415	.415												
1984	464	.395	.429	469	.378	.441												
1985	462	.317	.465															
1986	214	259	.241															
1987	472	407	.452															
1988	475	468	.449															
1989	453	.406	.385															

W = WHITE

B = BLACK

H = HISPANIC

Table CXLIV MILESTONE PERIOD PROMOTION RATES OF AVIATION WARFARE OFFICERS BY GENDER AND YEAR GROUP

Year Group	Milestone Period 1		Milestone Period 2		Milestone Period 3		Milestone Period 4		Milestone Period 5		Milestone Period 6	
	M	F	M	F	M	F	M	F	M	F	M	F
1960									130		040	
1961									179		035	
1962									129			
1963							180		145			
1964							157		128			
1965							153		108			
1966							218		127			
1967							233					
1968					275		226					
1969					294		241					
1970					306	500	189					
1971					331		203					
1972					374		167					
1973			436	467	394	455	163	.273				
1974			478		406							
1975	470	714	496	500	331	286						
1976	412	750	495	444	333	500						
1977	482	750	507	526	251	167						
1978	460	833	478	654	234	250						
1979	465	586	481	528	218	200						
1980	451	613	465	500								
1981	446	486	451	500								
1982	433	446	471	490								
1983	436	545	462	447								
1984	460	469	466	444								
1985	457	608										
1986	215	177										
1987	468	521										
1988	474	481										
1989	448	434										
1990												
1991												

M = MALE

F = FEMALE

Table CXLV MILESTONE PERIOD PROMOTION RATES OF SUBMARINE WARFARE OFFICERS BY ETHNIC GROUP AND YEAR GROUP

Year Group	Milestone Period 1			2			3			4			5			6			7					
	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H	W	B	H			
1960													.003						.357					
1961													.000						602					
1962													.000						404					
1963										258			.000						528					
1964										256			.000						488					
1965										276			.012						517					
1966										298	500	333	.004	.000	.000				357	1.00	1.00			
1967										258			.008						446					
1968							333	.500	.000	308			.000											
1969							349	.500	.333	283			.004	.000	.000									
1970							339	.000		247			.004											
1971							408		.333	249			.004											
1972							419			211														
1973				462	.500	.500	358	.500	.500	233	.000													
1974				487			430			229	333													
1975	507	500	.000	429	429		387	.500		257														
1976	433	563	.667	415	533	.667	425	.077	.500															
1977	497	444	.500	425	625	.000	444	.000																
1978	471	440		392	429		228	.136																
1979	507	833	.000	410	364		250	.000																
1980	483	500	1.00	371	381	500																		
1981	472	429	.364	388	.333	.375																		
1982	459	462	455	401	417	.500																		
1983	474	364	476	391	429	.235																		
1984	474	400	.357	393	500	.444																		
1985	451	400	.462																					
1986	193	.333	.500																					
1987	503	417	400																					
1988	480	500	412																					
1989	460	.500	381																					
1990																								
1991																								

W = WHITE

B = BLACK

H = HISPANIC

APPENDIX N - SUPPORTING GRAPHS FOR THE SURFACE WARFARE COMMUNITY

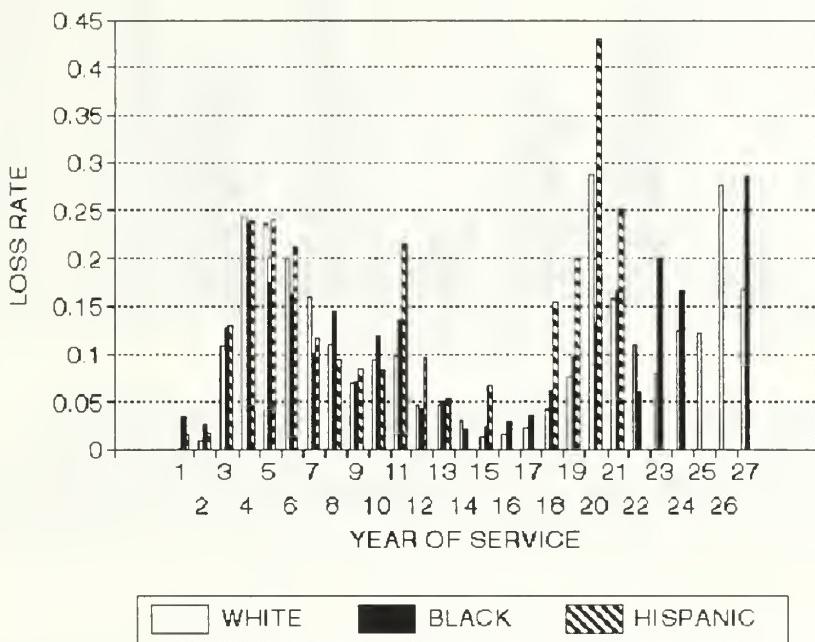


Figure 3 Loss Rates of Surface Warfare Officers by Ethnic Group by Year of Service Averaged Across Year Groups

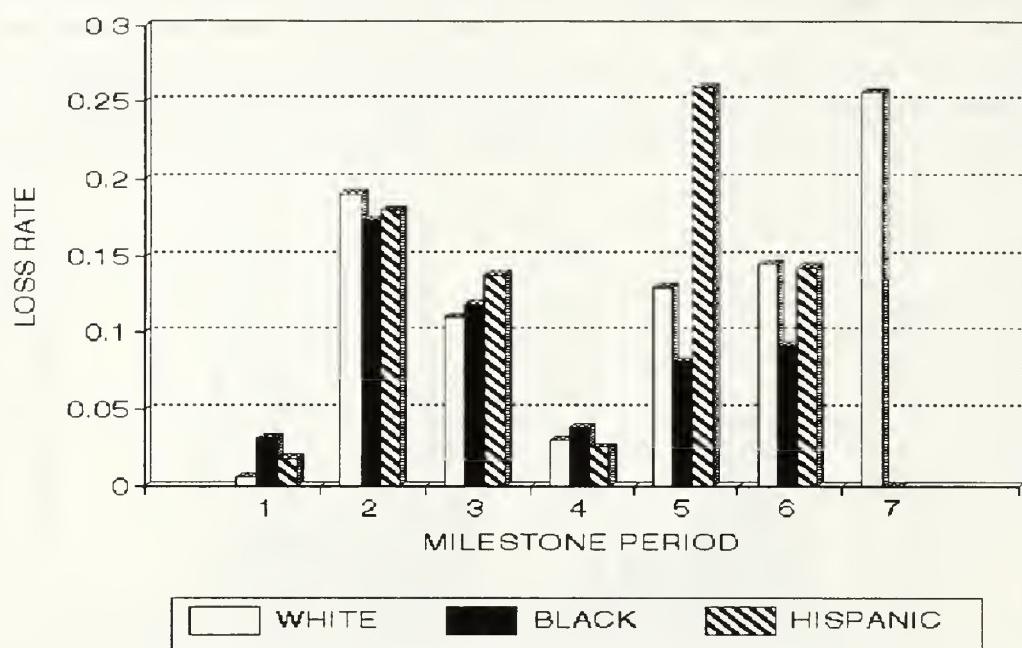


Figure 4 Loss Rates of Surface Warfare Officers by Ethnic Group by Milestone Period Averaged Across Year Groups

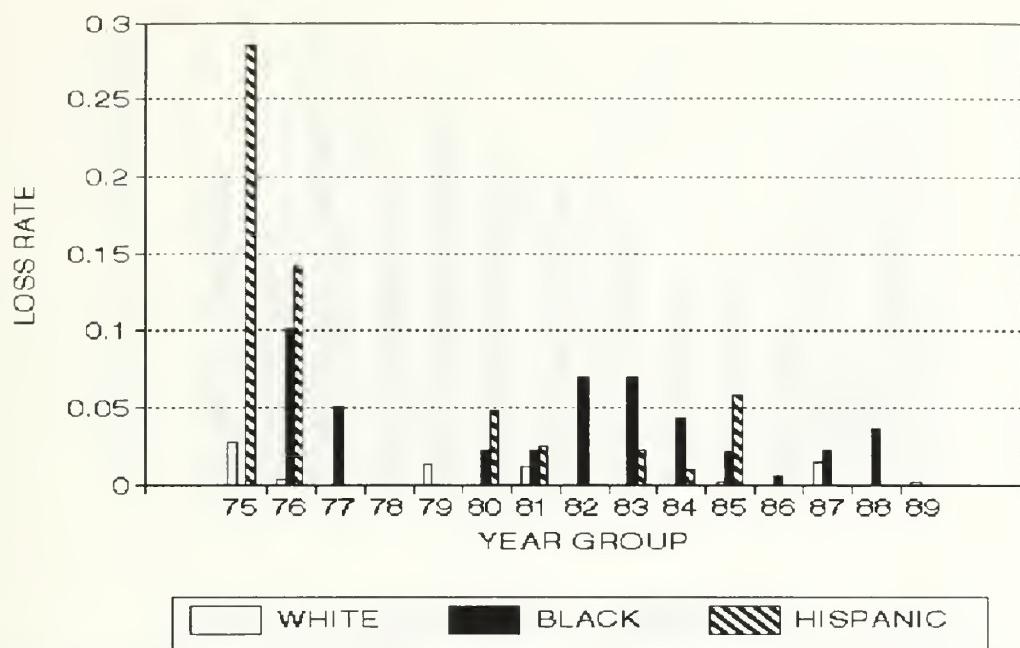


Figure 5 Loss Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 1

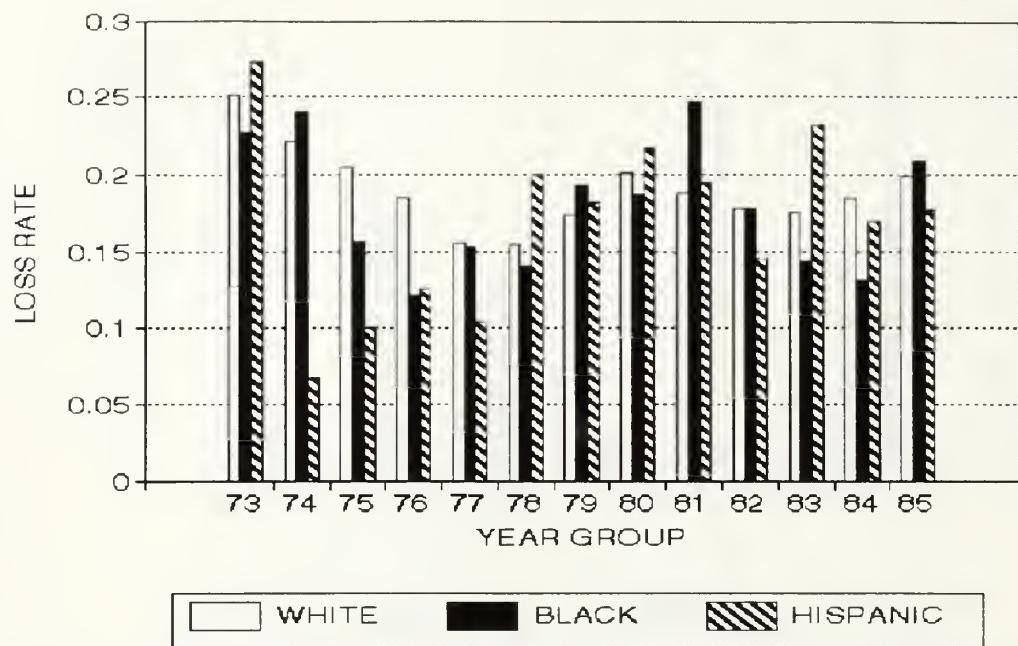


Figure 6 Loss Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 2

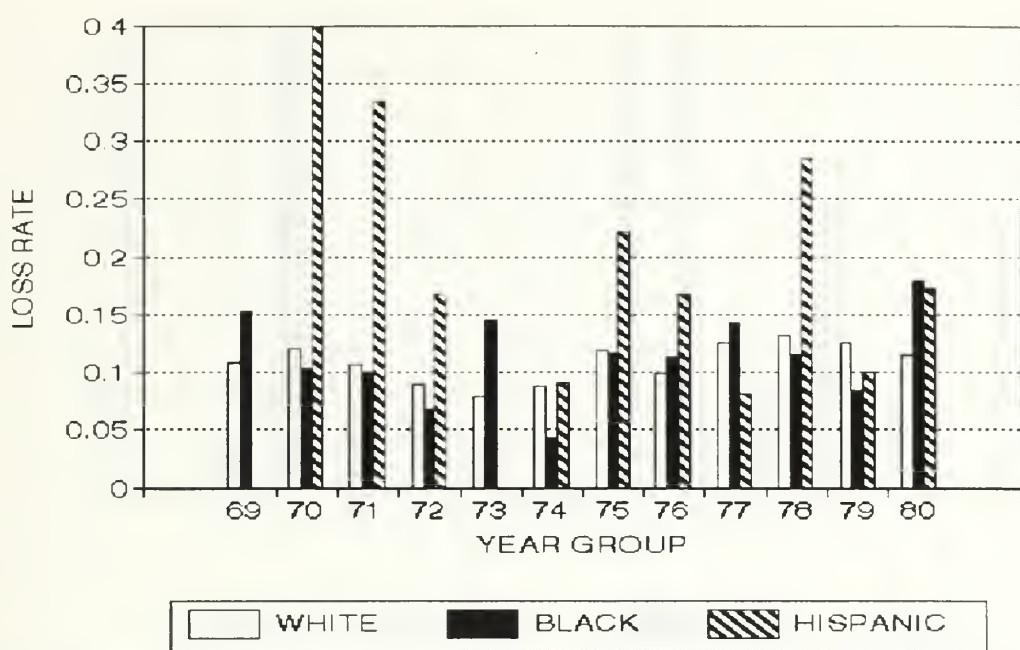


Figure 7 Loss Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 3

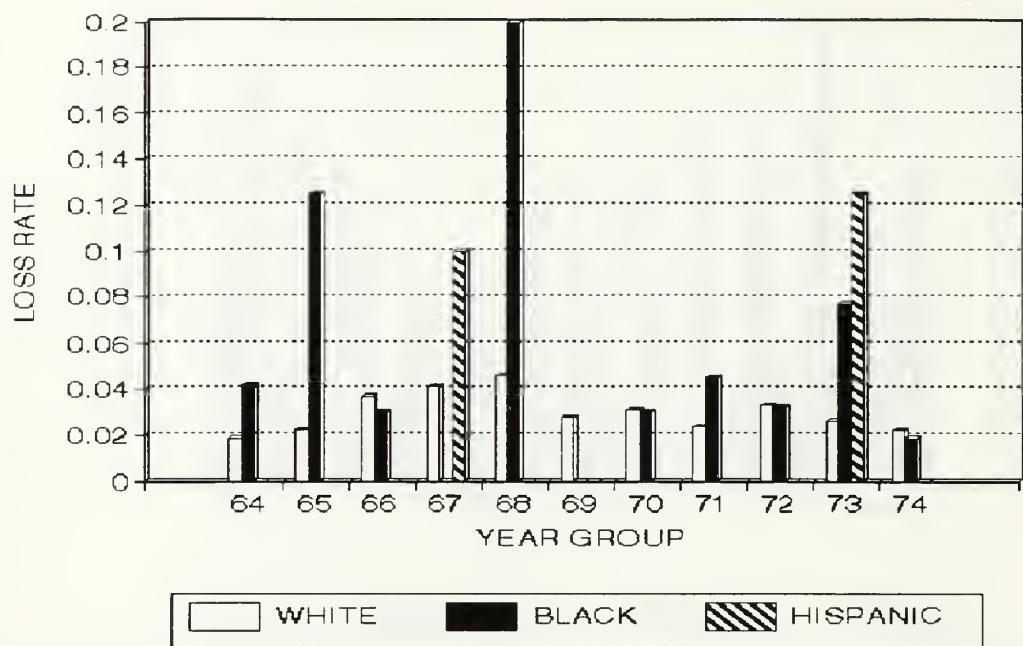


Figure 8 Loss Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 4

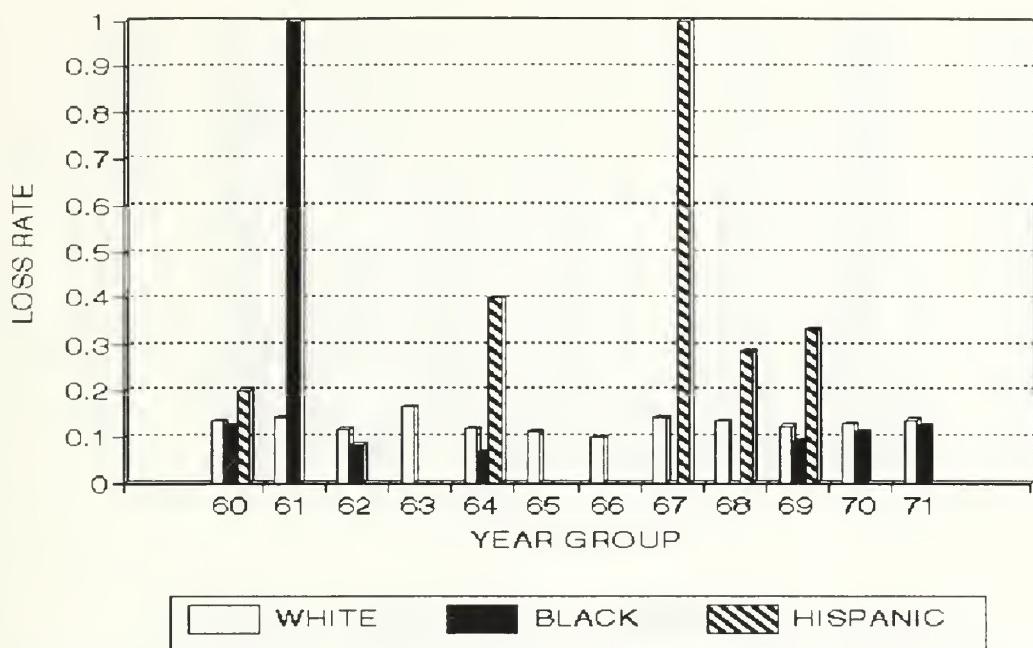


Figure 9 Loss Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 5

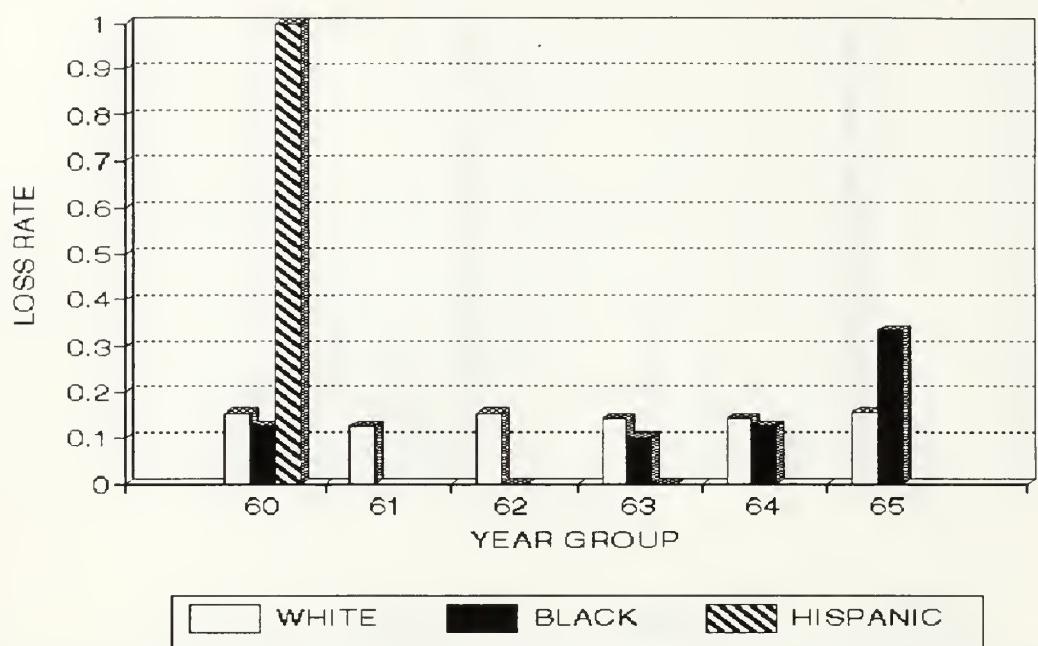


Figure 10 Loss Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 6

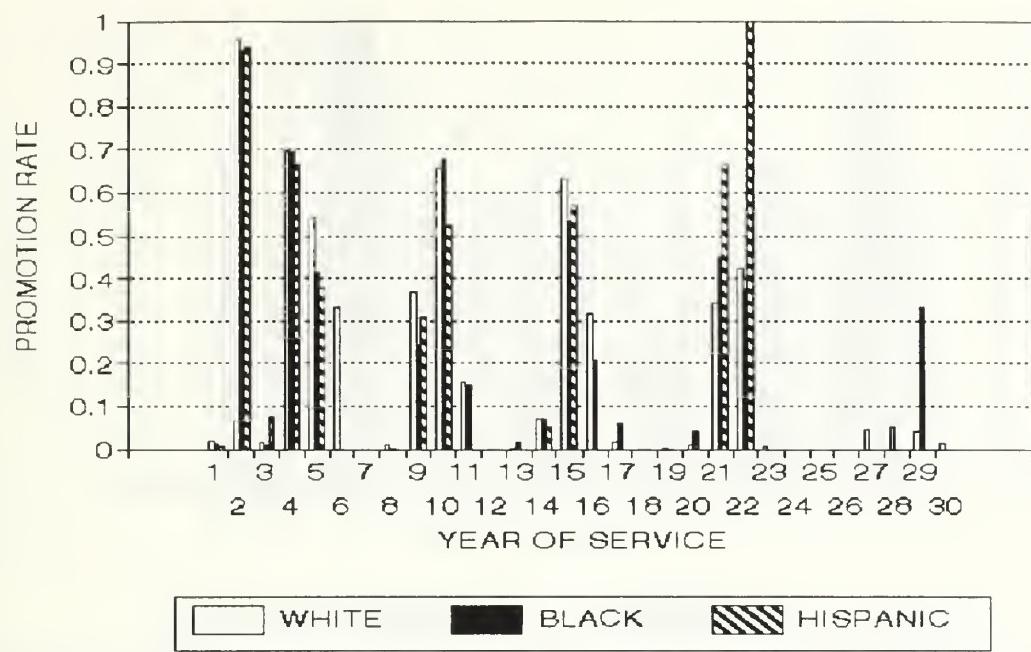


Figure 11 Promotion Rates of Surface Warfare Officers by Ethnic Group by Year of Service Averaged Across Year Groups

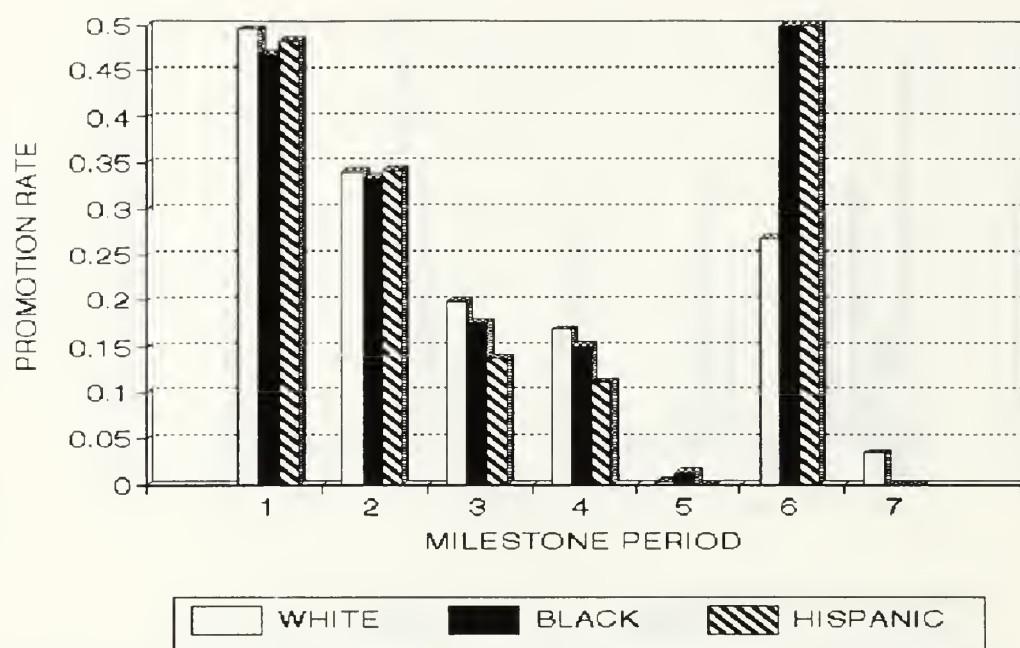


Figure 12 Promotion Rates of Surface Warfare Officers by Ethnic Group by Year of Service Averaged Across Year Groups

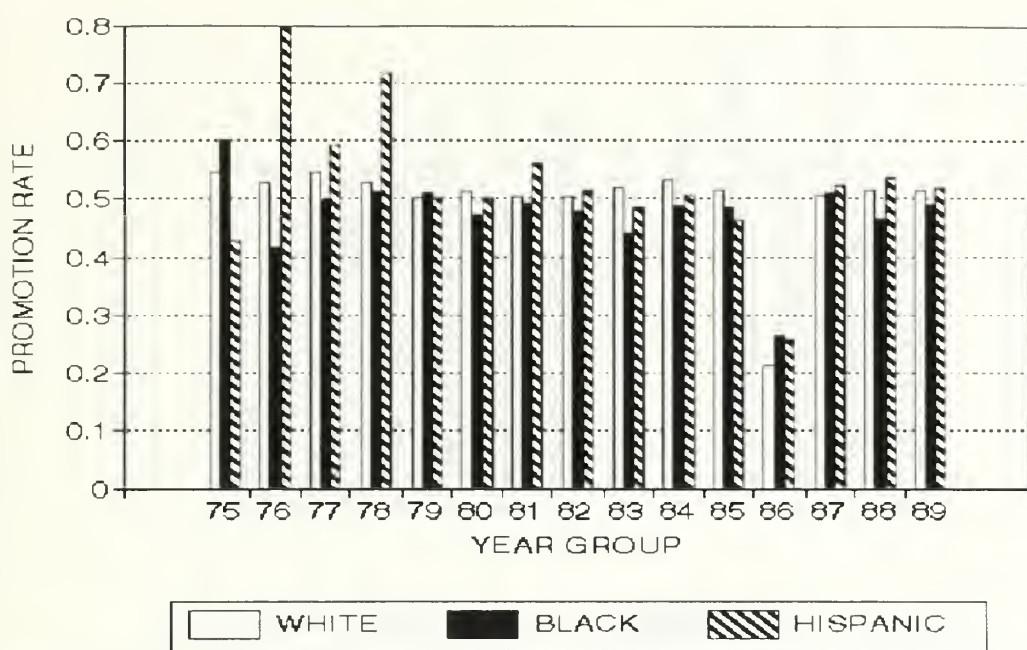


Figure 13 Promotion Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 1

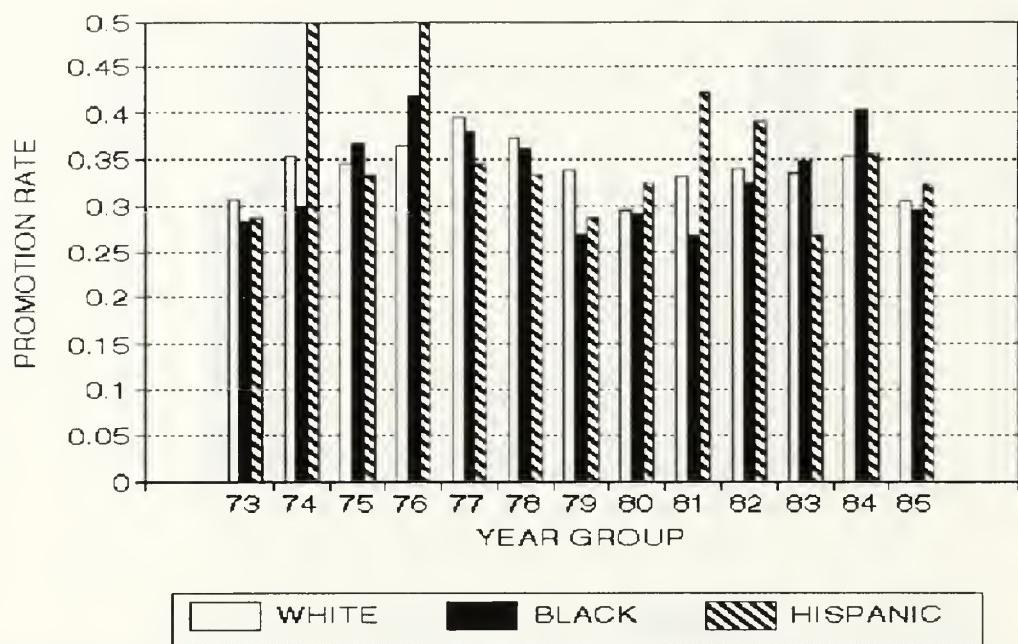


Figure 14 Promotion Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 2

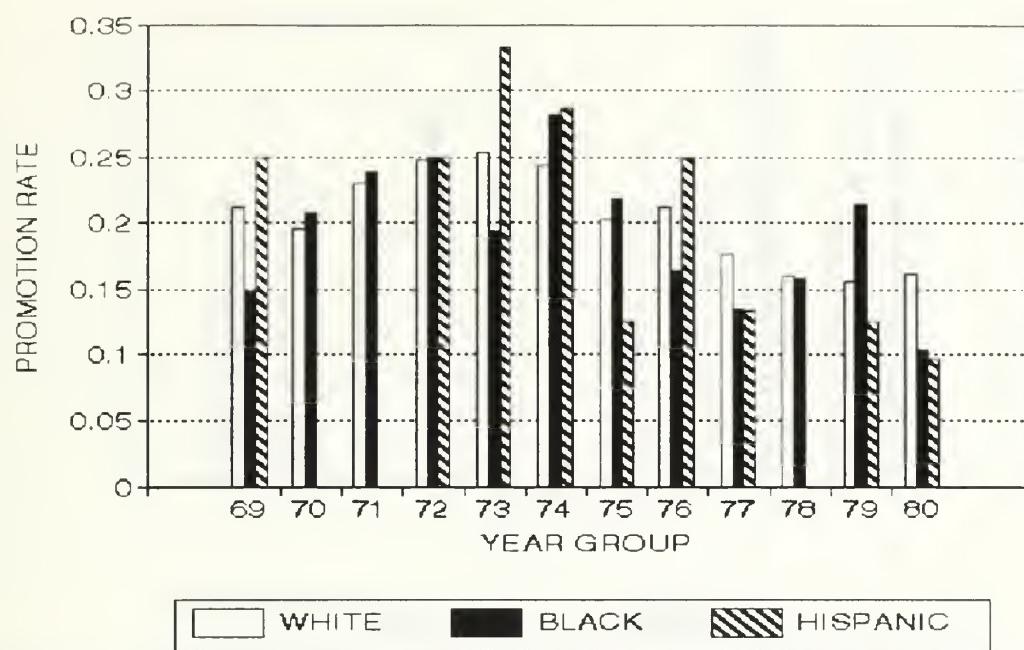


Figure 15 Promotion Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 3

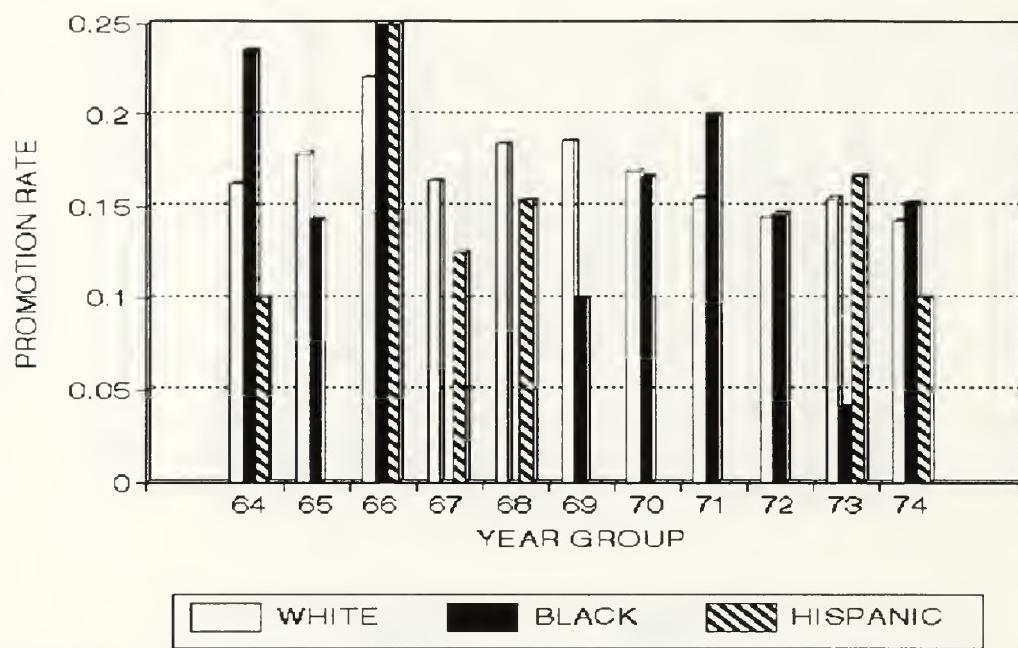


Figure 16 Promotion Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 4

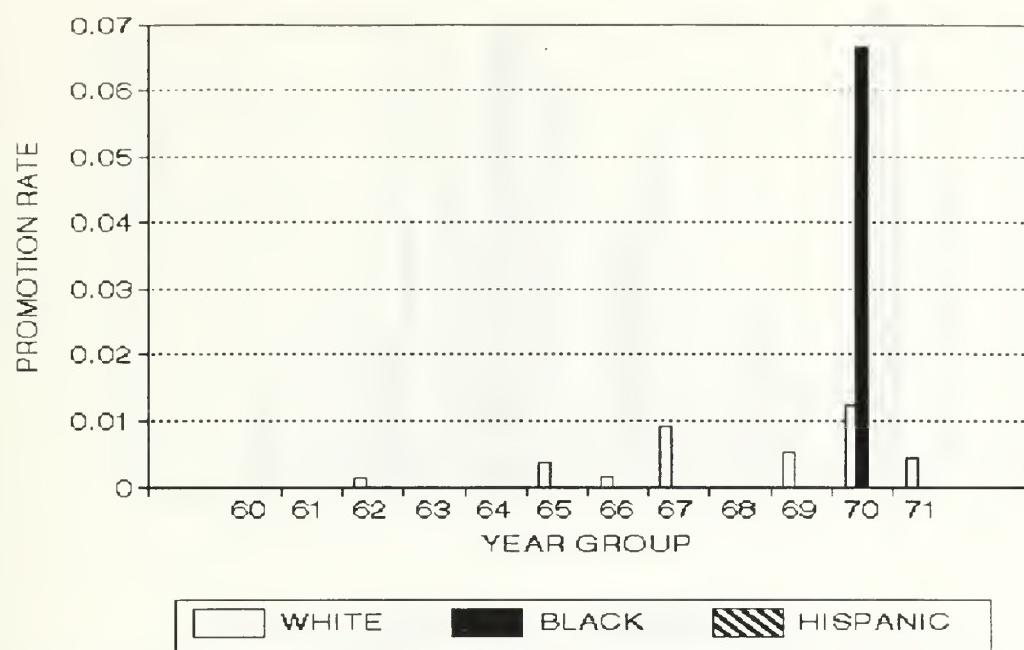


Figure 17 Promotion Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 5

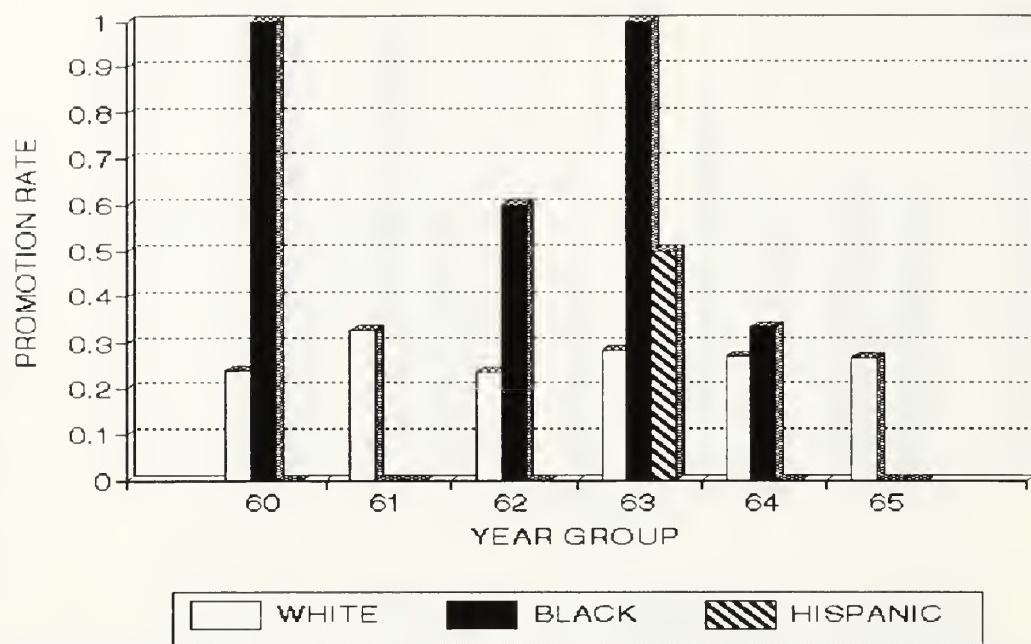


Figure 18 Promotion Rates of Surface Warfare Officers by Ethnic Group for Milestone Period 6

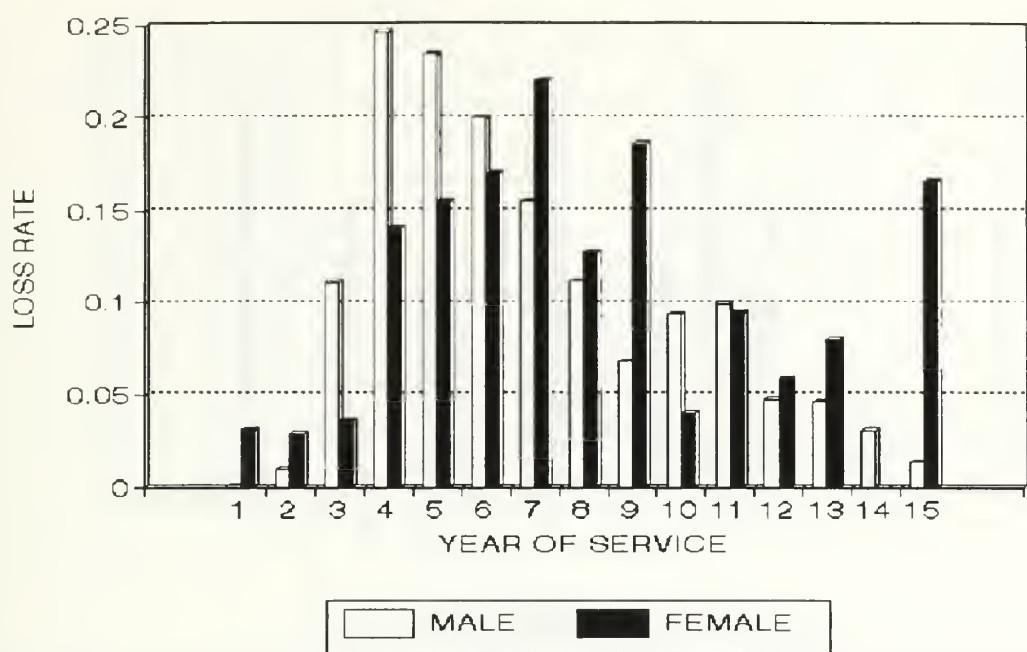


Figure 19 Loss Rates of Surface Warfare Officers by Gender by Year of Service Averaged Across Year Groups

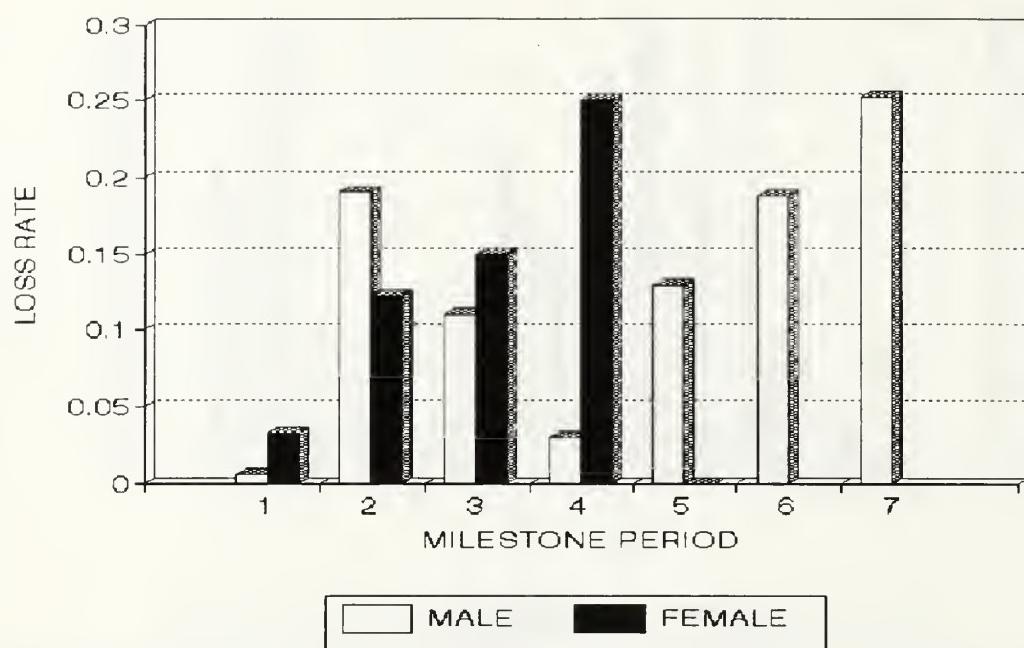


Figure 20 Loss Rates of Surface Warfare Officers by Gender by Milestone Period Averaged Across Year Groups

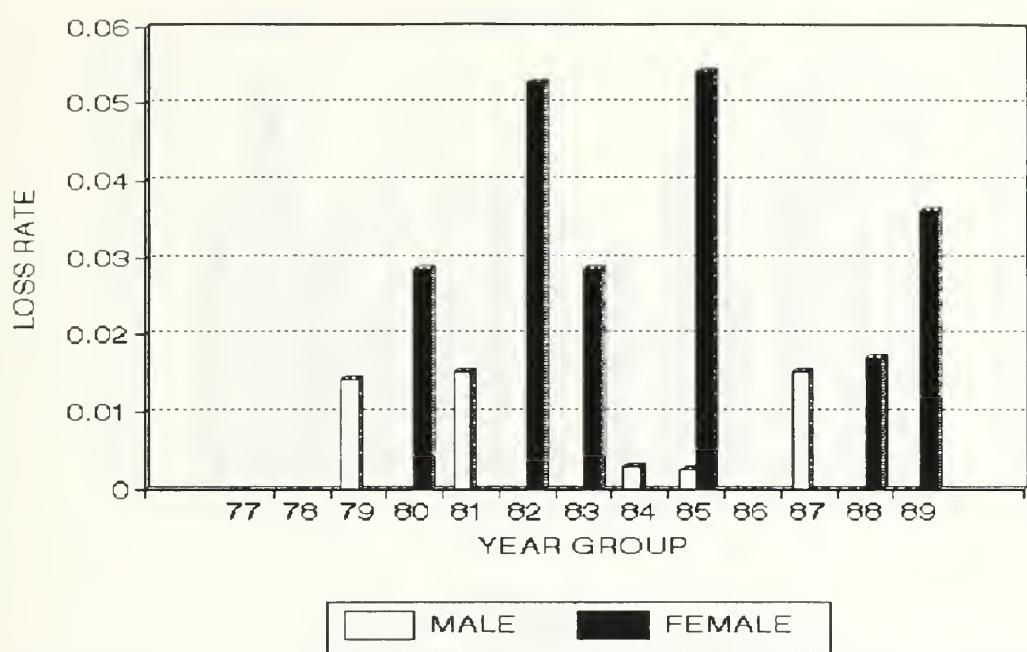


Figure 21 Loss Rates of Surface Warfare Officers by Gender for Milestone Period 1

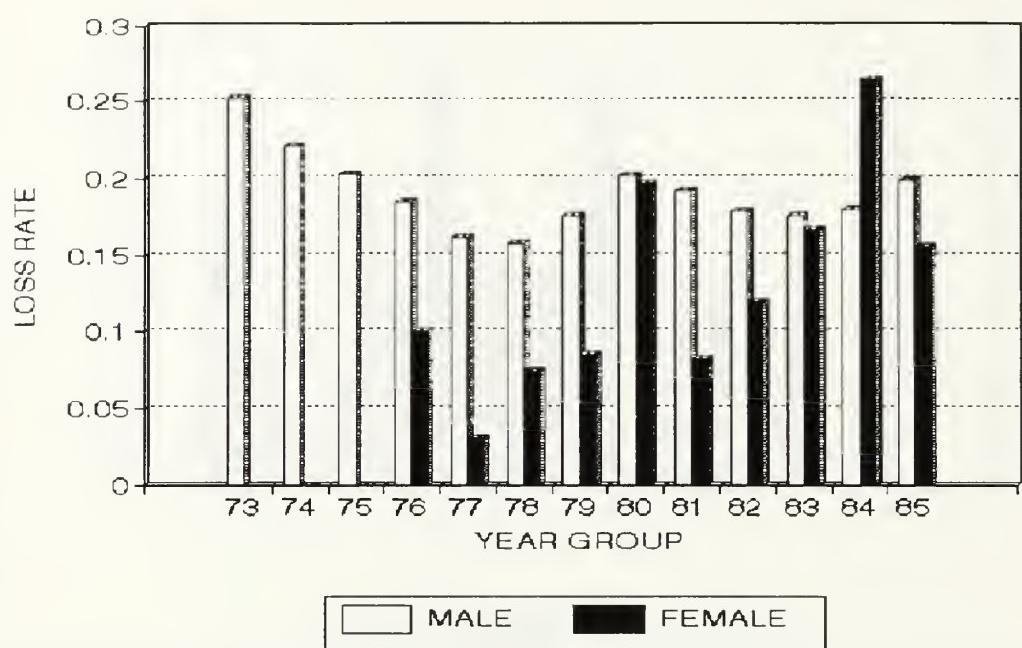


Figure 22 Loss Rates of Surface Warfare Officers by Gender for Milestone Period 2

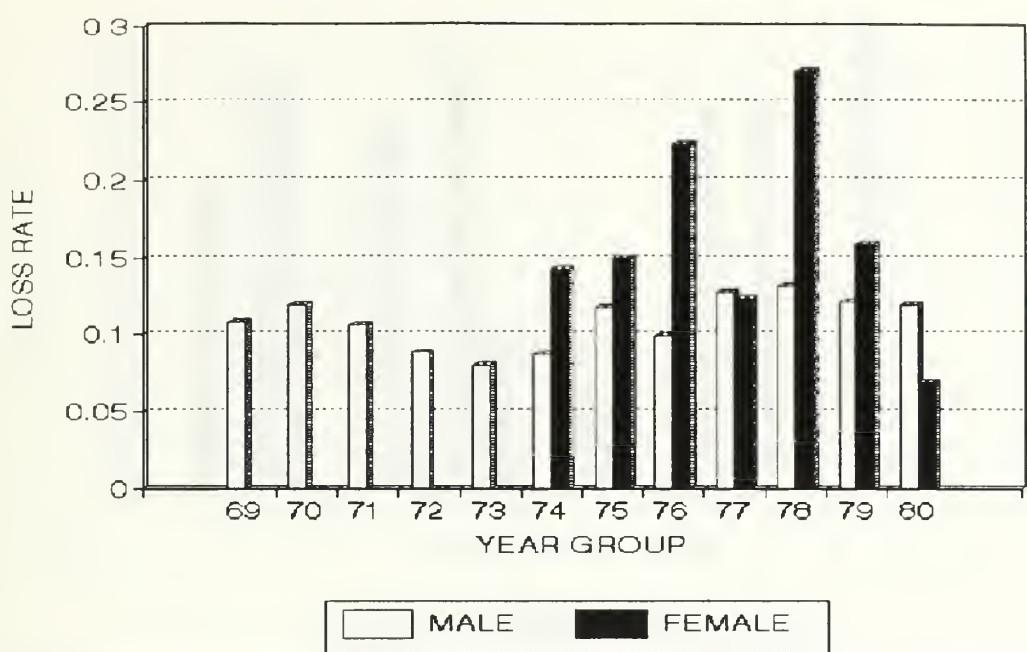


Figure 23 Loss Rates of Surface Warfare Officers by Gender for Milestone Period 3

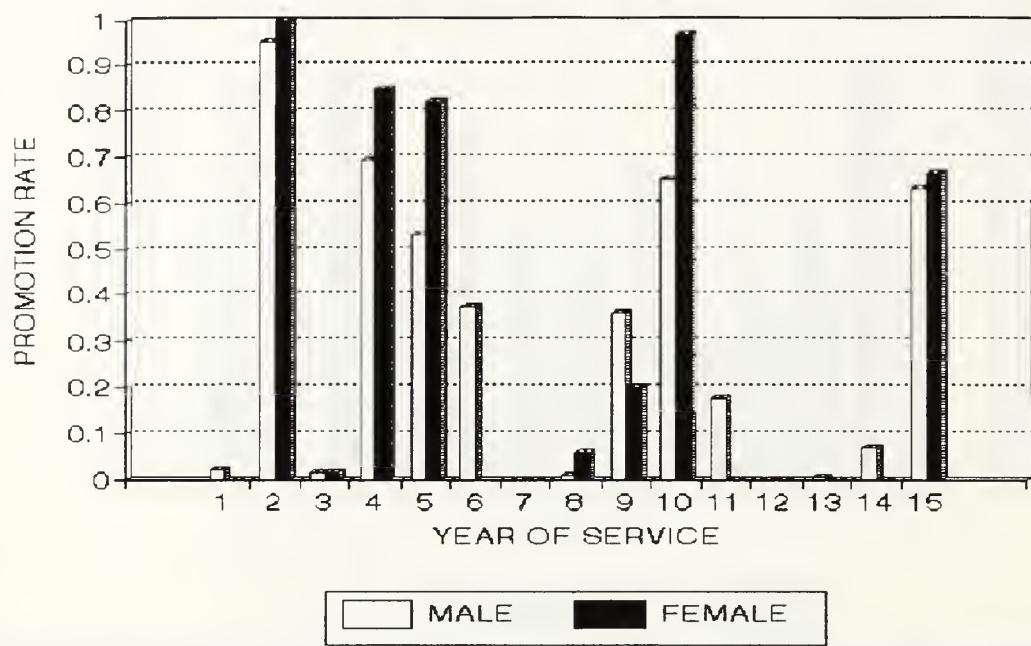


Figure 24 Promotion Rates of Surface Warfare Officers by Gender by Year of Service Averaged Across Year Groups

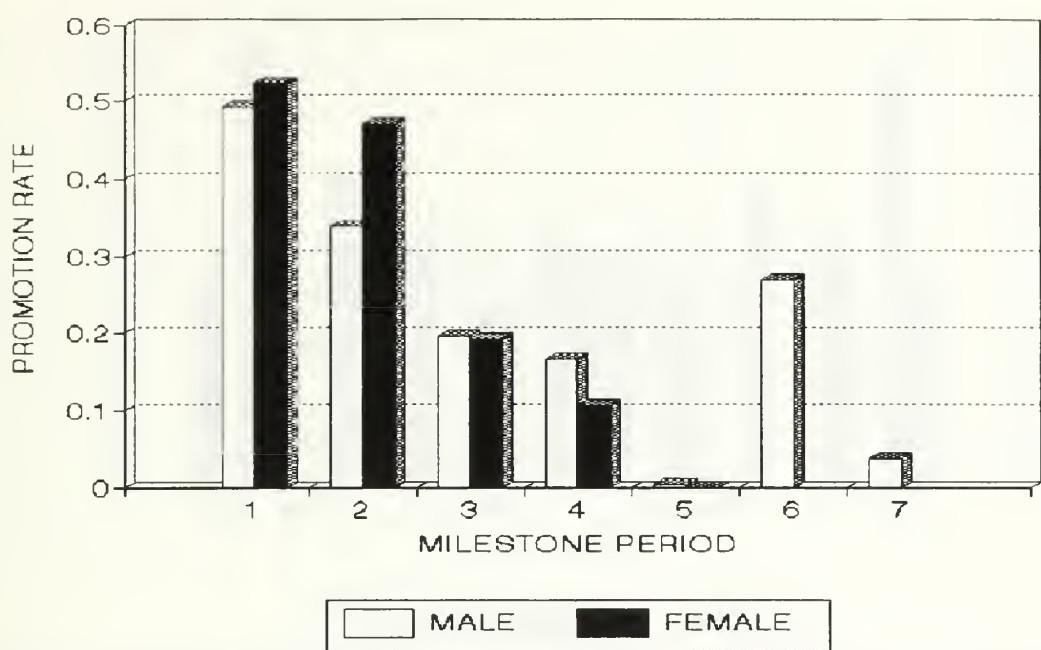


Figure 25 Promotion Rates of Surface Warfare Officers by Gender by Milestone Period Averaged Across Year Groups

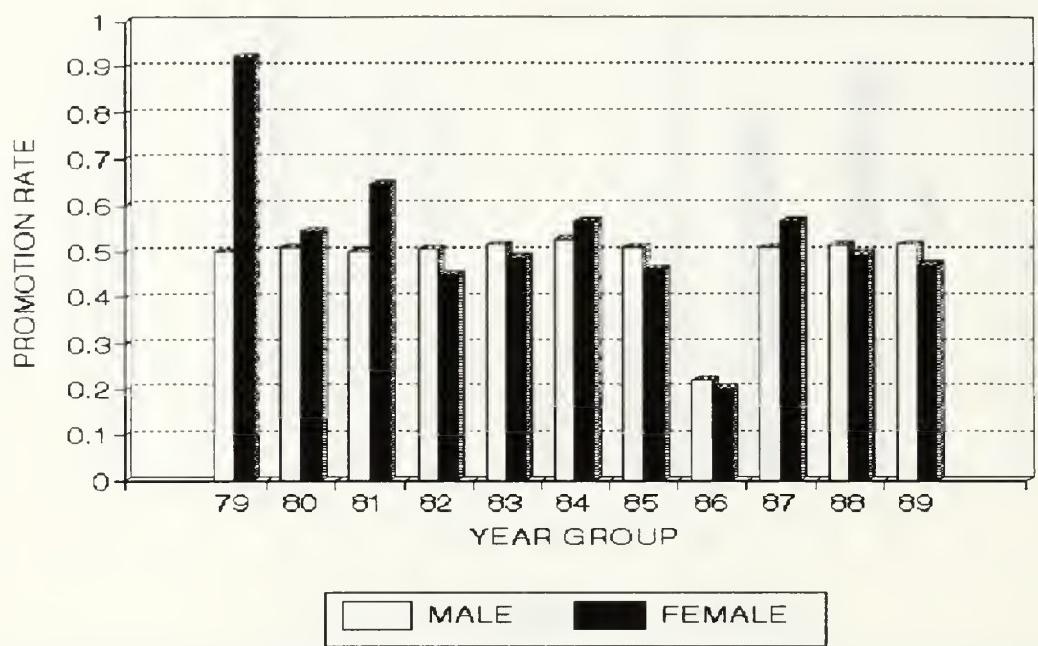


Figure 26 Promotion Rates of Surface Warfare Officers by Gender for Milestone Period 1

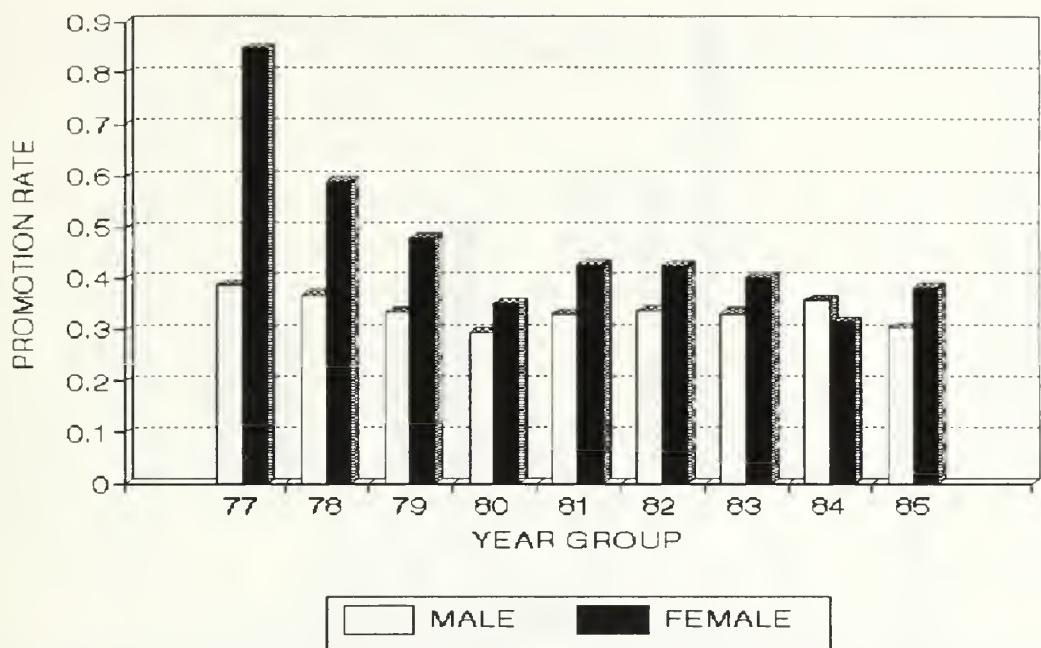


Figure 27 Promotion Rates of Surface Warfare Officers by Gender for Milestone Period 2

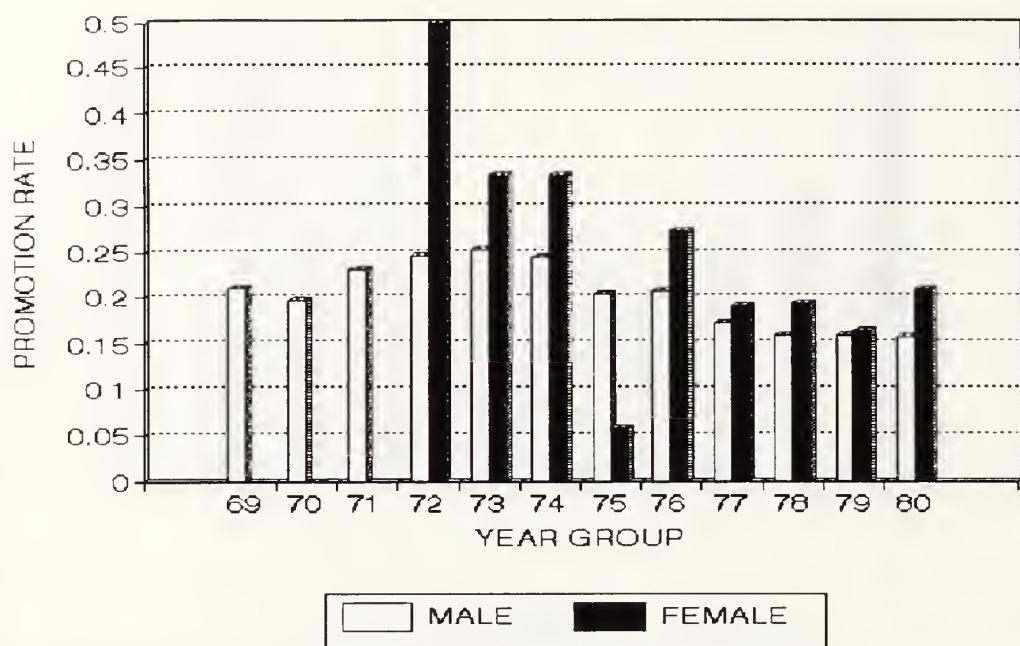


Figure 28 Promotion Rates of Surface Warfare Officers by Gender for Milestone Period 3

APPENDIX O - SUPPORTING GRAPHS FOR THE GENERAL UNRESTRICTED LINE COMMUNITY

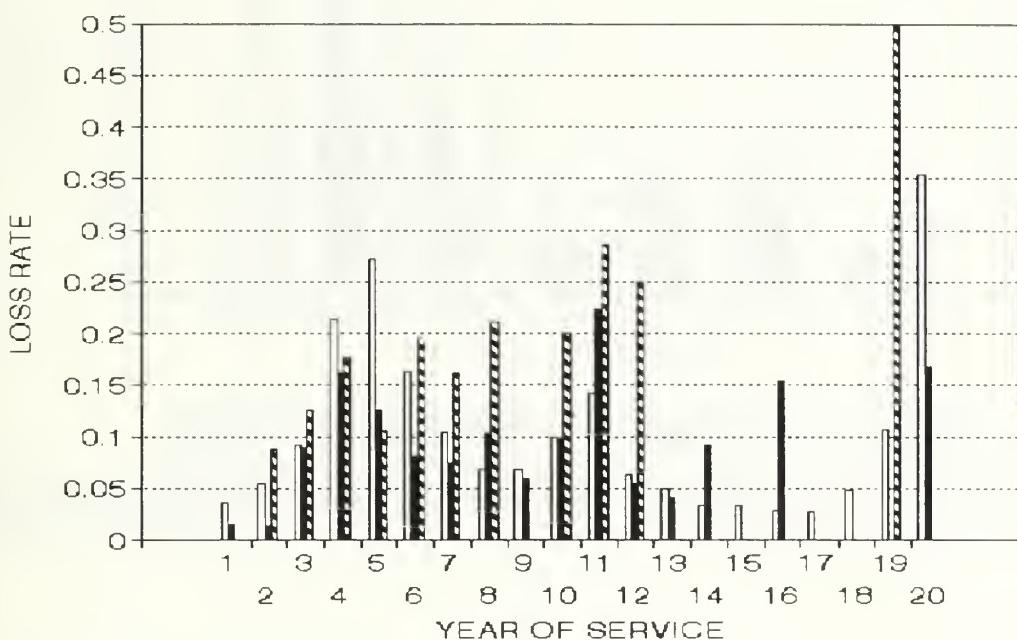


Figure 29 Loss Rates of GenURL Officers by Ethnic Group by Year of Service Averaged Across Year Groups

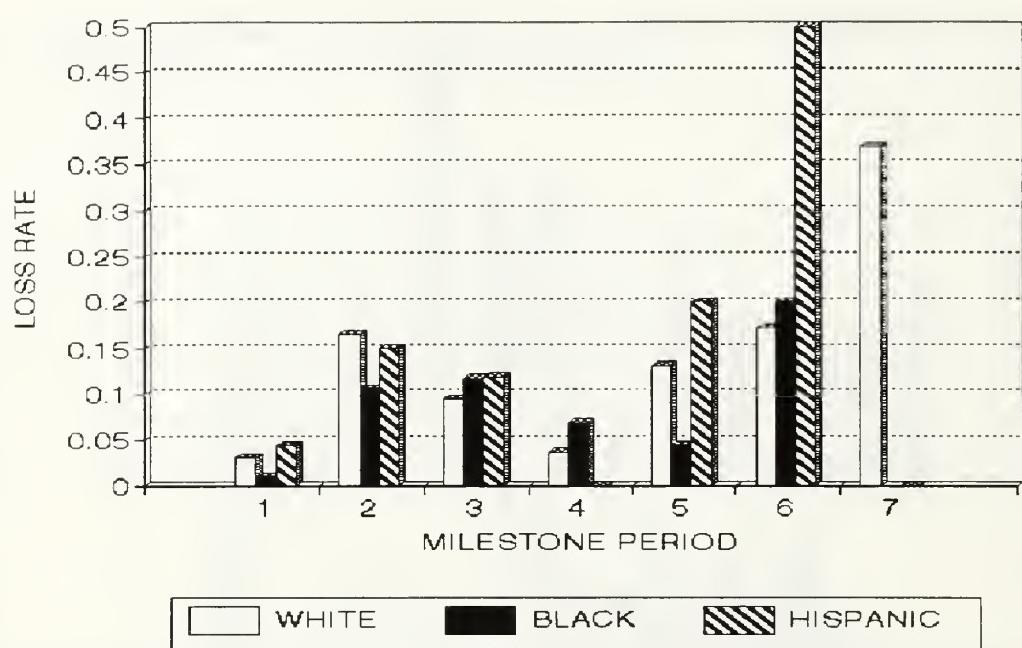


Figure 30 Loss Rates of GenURL Officers by Ethnic Group by Milestone Period Averaged Across Year Groups

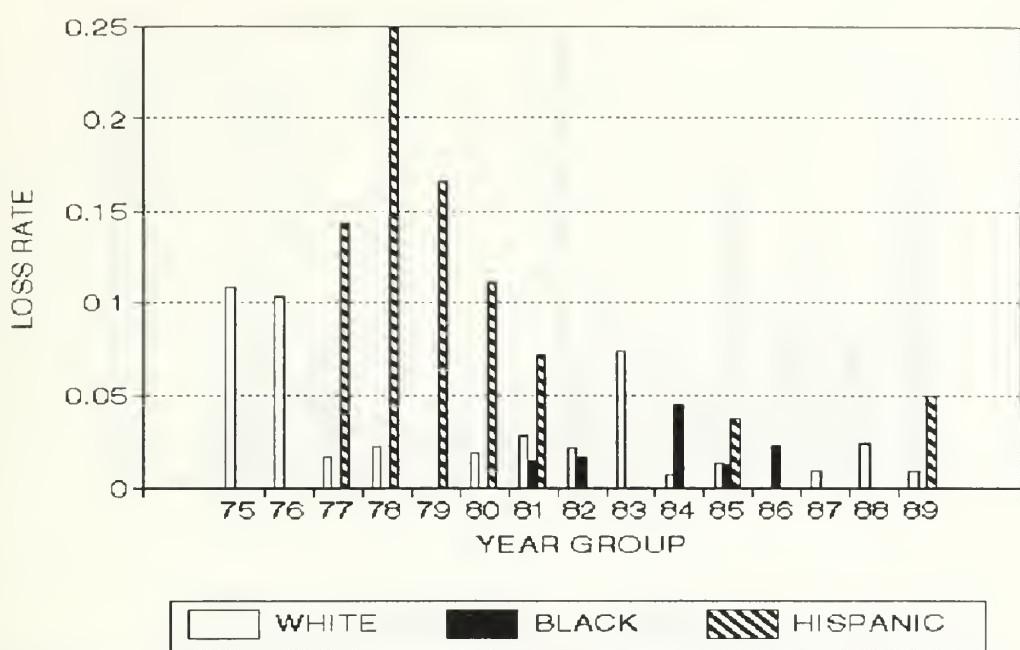


Figure 31 Loss Rates of GenURL Officers by Ethnic Group for Milestone Period 1

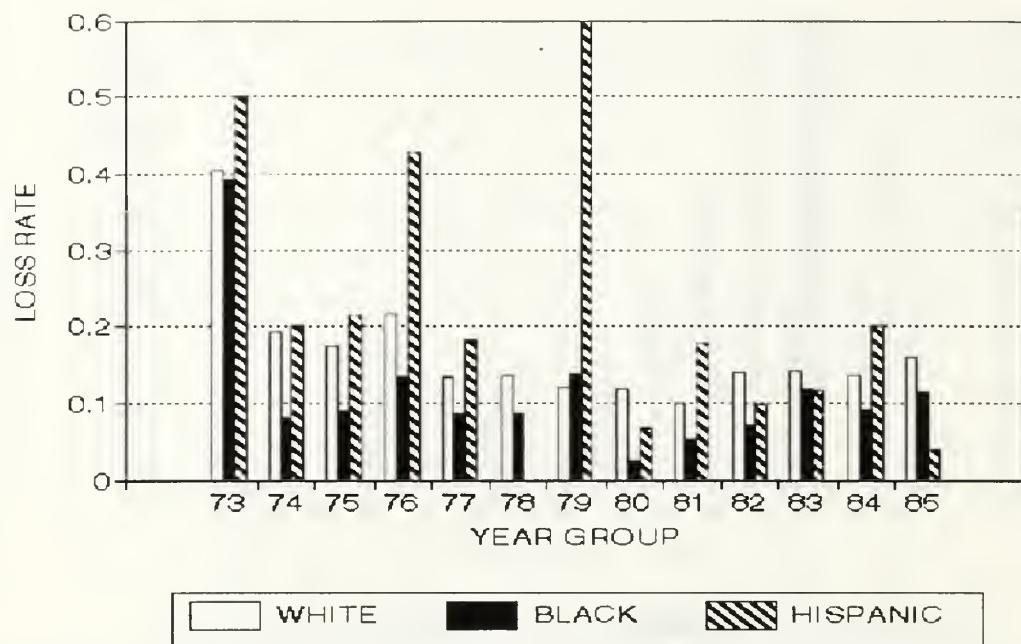


Figure 32 Loss Rates of GenURL Officers by Ethnic Group for Milestone Period 2

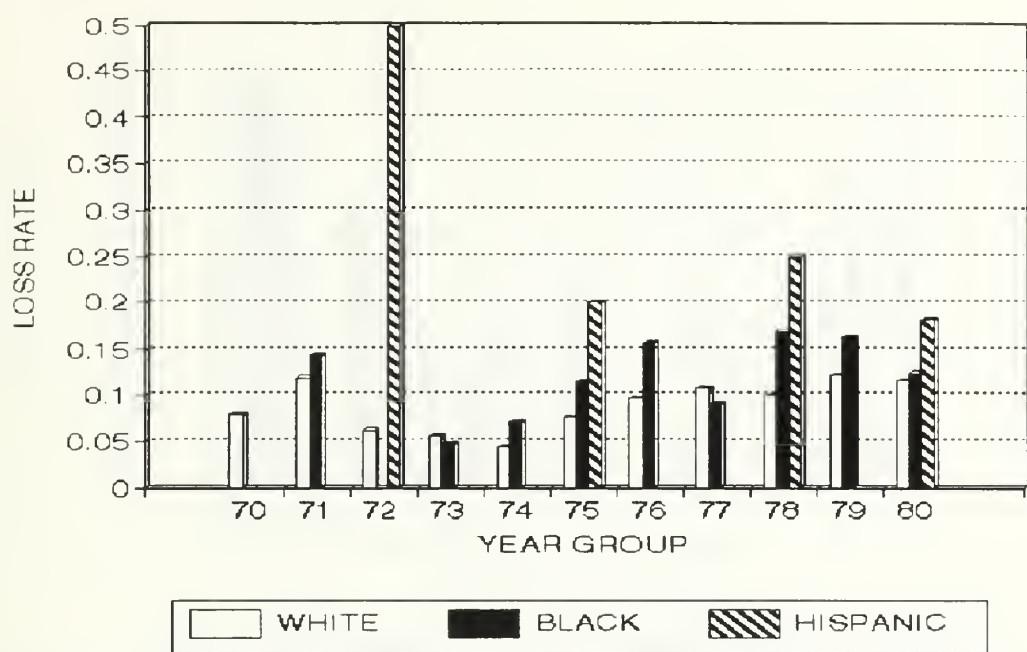


Figure 33 Loss Rates of GenURL Officers by Ethnic Group for Milestone Period 3

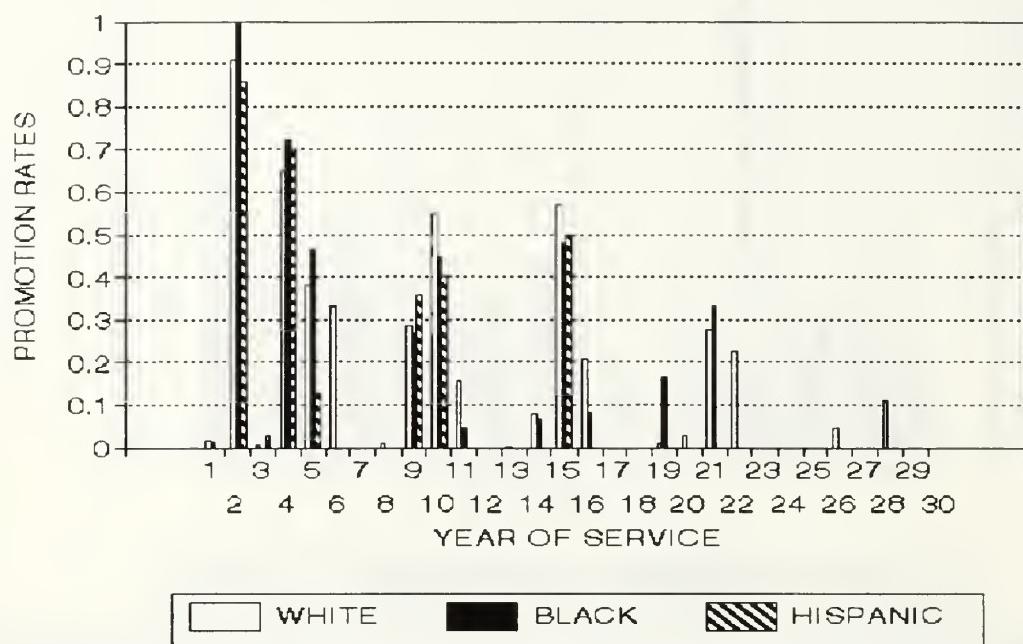


Figure 34 Promotion Rates of GenURL Officers by Ethnic Group by Year of Service Averaged Across Year Groups

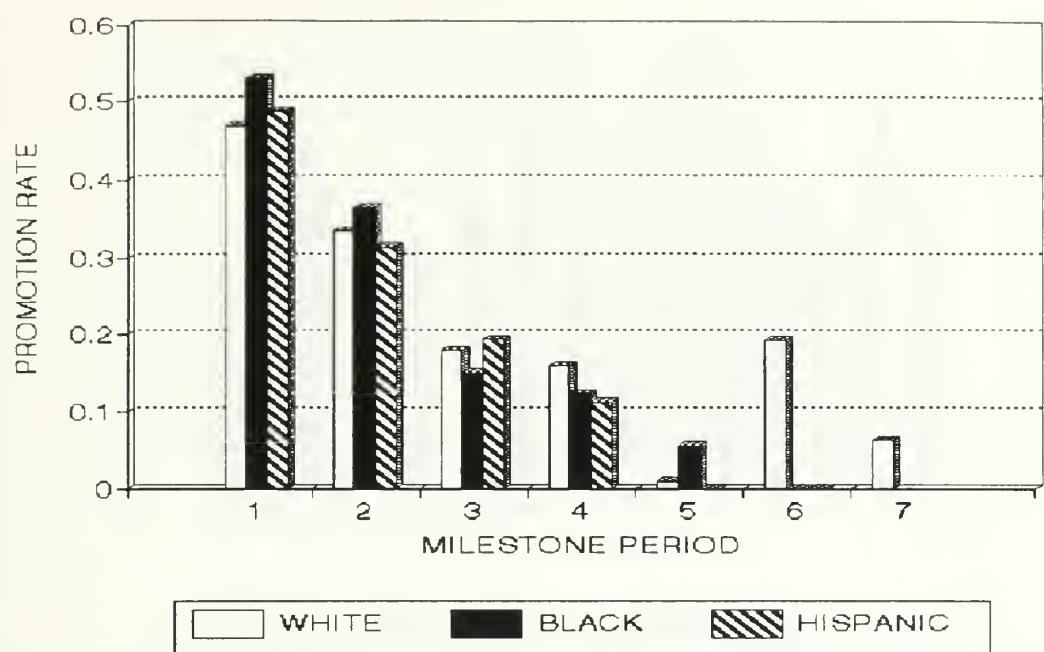


Figure 35 Promotion Rates of GenURL Officers by Ethnic Group by Milestone Period Averaged Across Year Groups

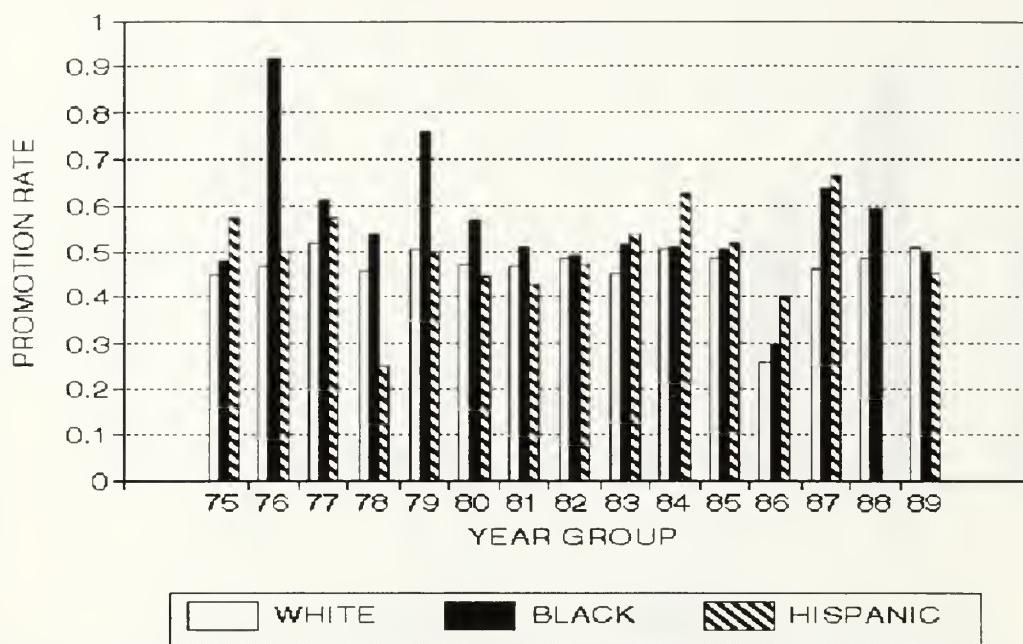


Figure 36 Promotion Rates of GenURL Officers by Ethnic Group for Milestone Period 1

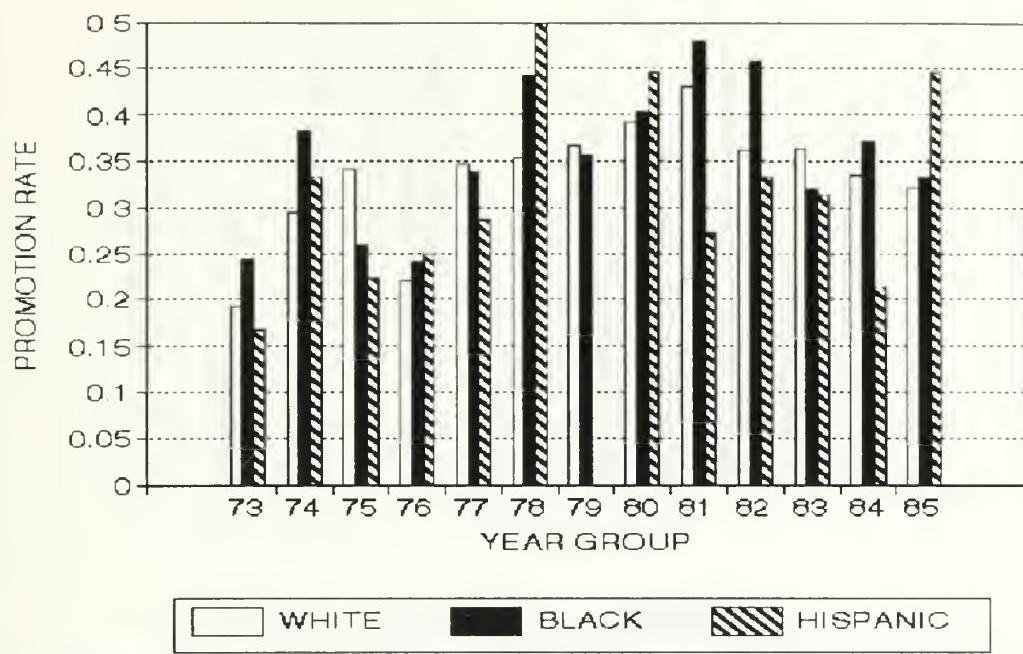


Figure 37 Promotion Rates of GenURL Officers by Ethnic Group for Milestone Period 2

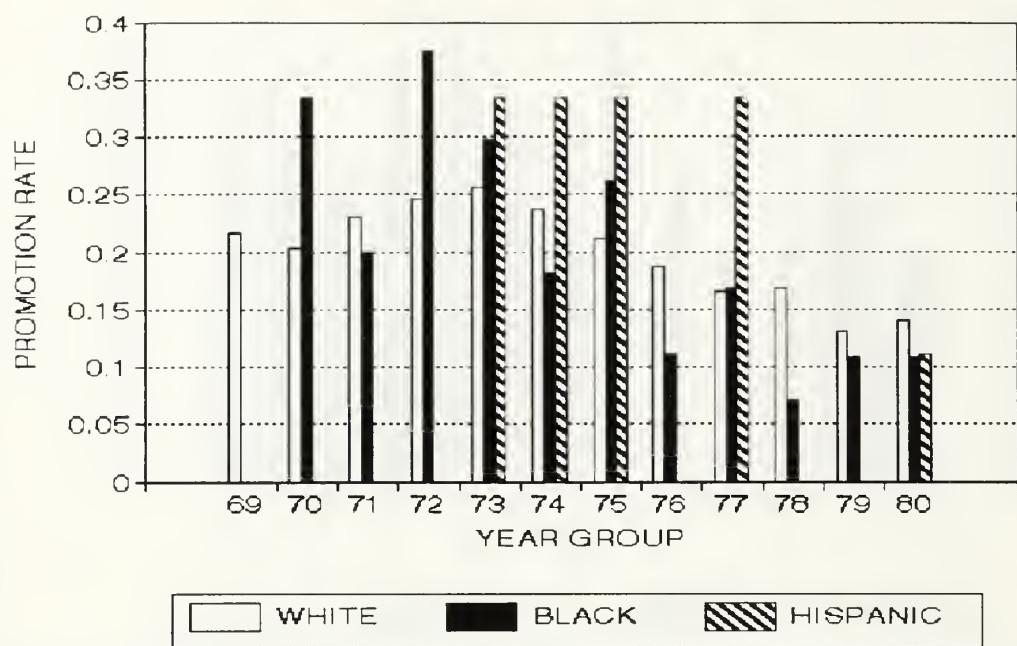


Figure 38 Promotion Rates of GenURL Officers by Ethnic Group for Milestone Period 3

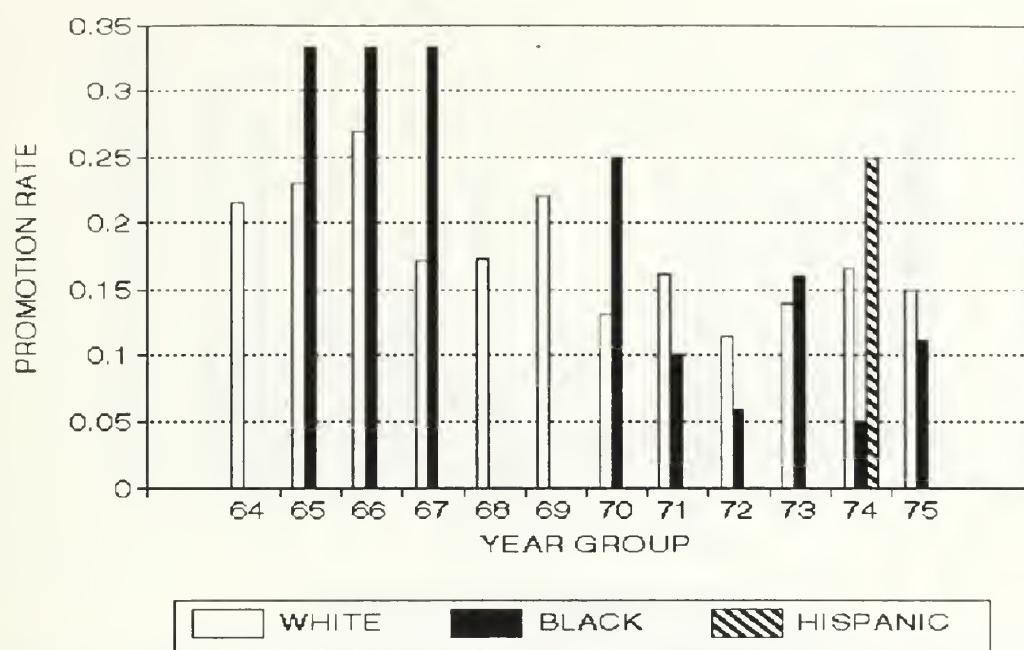


Figure 39 Promotion Rates of GenURL Officers by Ethnic Group for Milestone Period 4

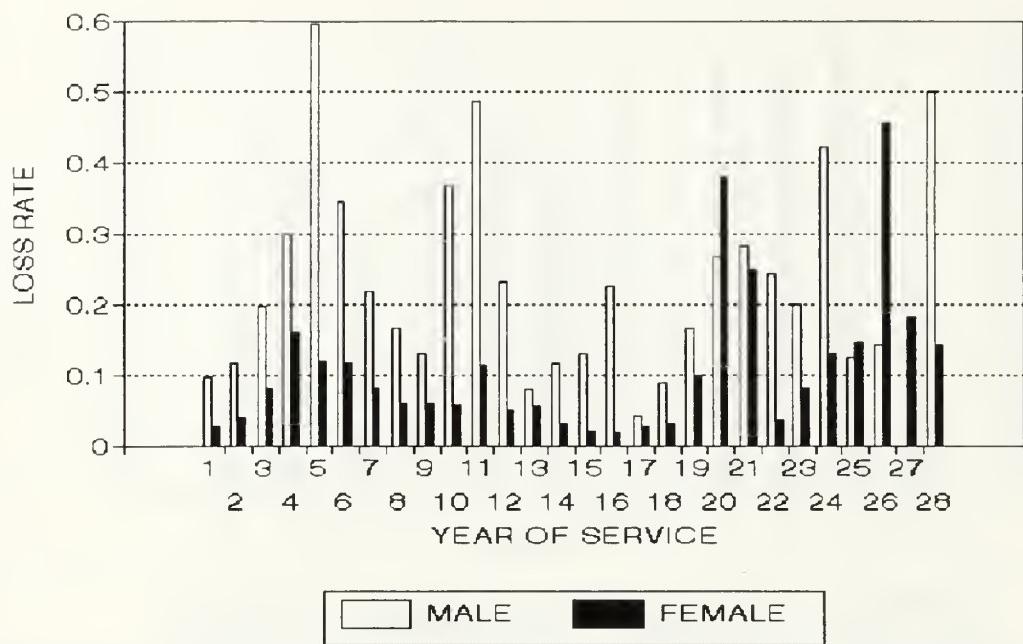


Figure 40 Loss Rates of GenURL Officers by Gender by Year of Service Averaged Across Year Groups

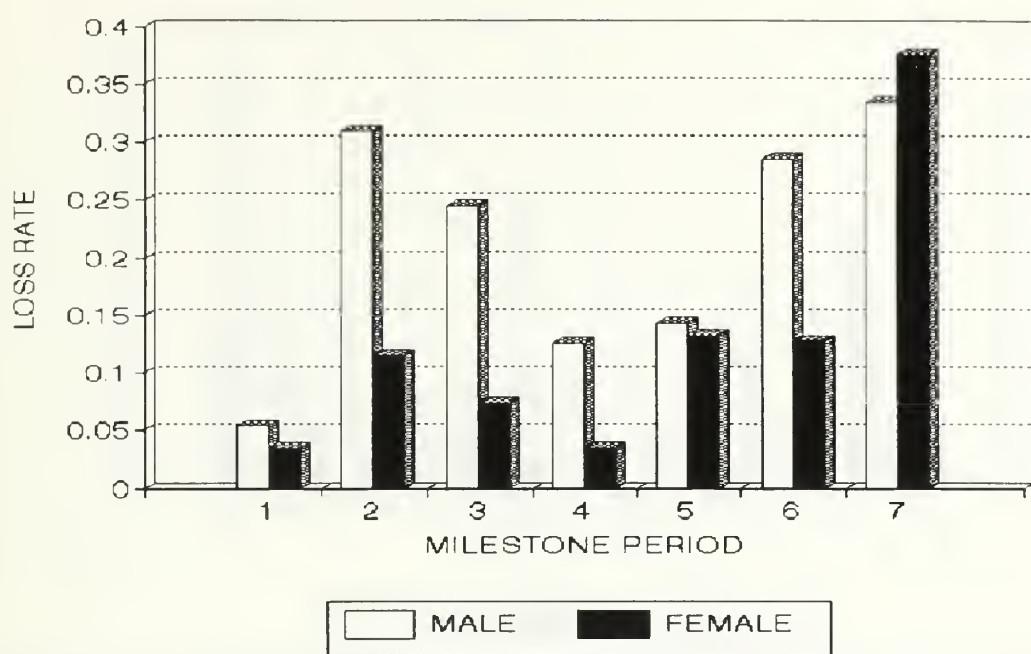


Figure 41 Loss Rates for GenURL Officers by Gender by Milestone Period Averaged Across Year Groups

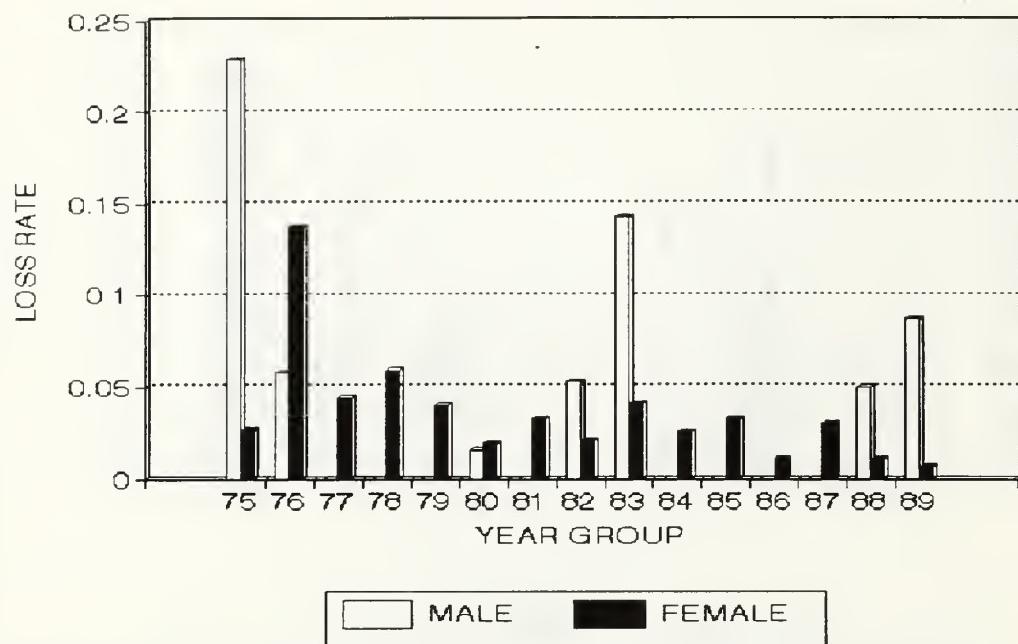


Figure 42 Loss Rates of GenURL Officers by Gender for Milestone Period 1

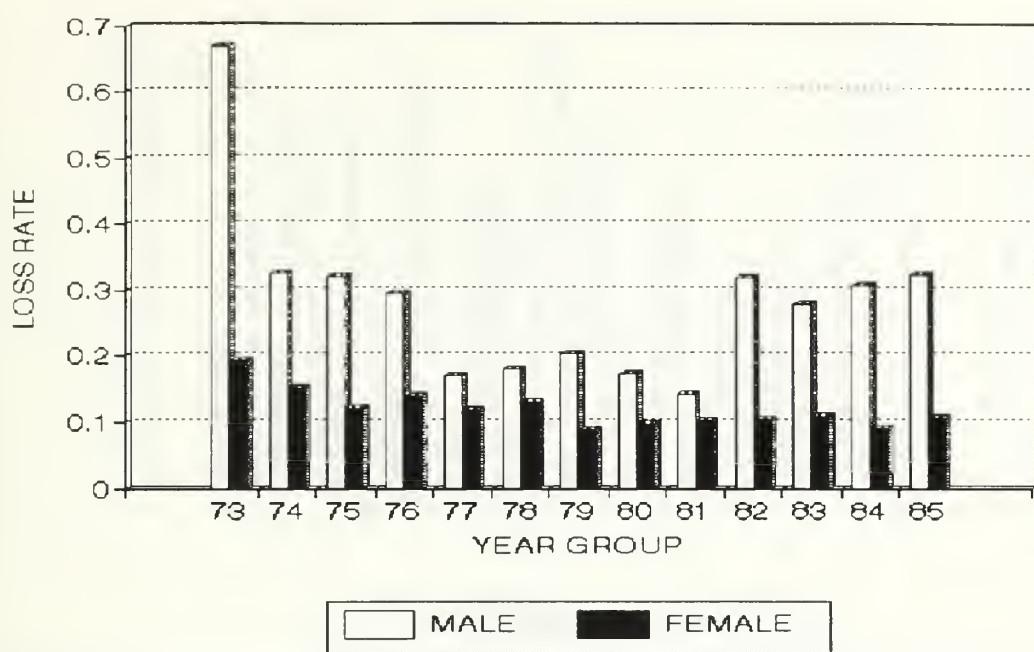


Figure 43 Loss Rates of GenURL Officers by Gender for Milestone Period 2

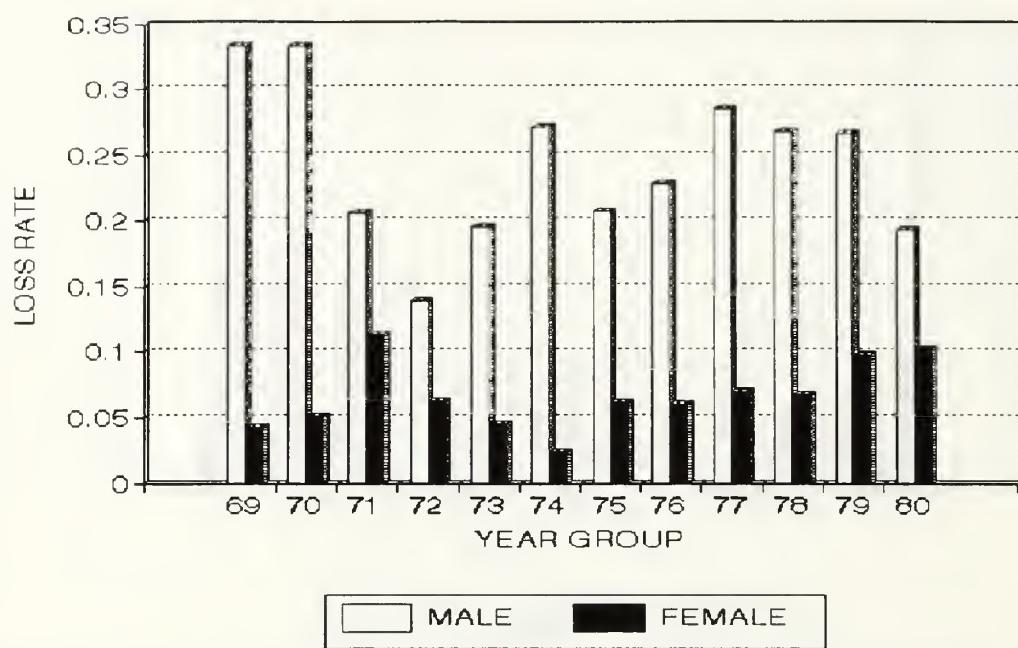


Figure 44 Loss Rates of GenURL Officers by Gender for Milestone Period 3

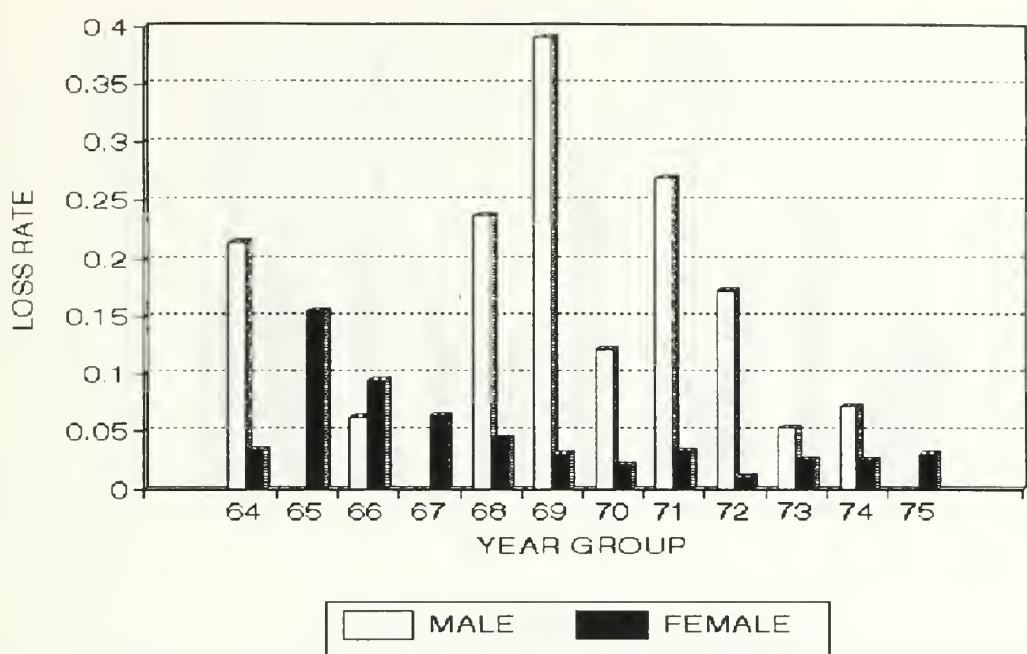


Figure 45 Loss Rates of GenURL Officers by Gender for Milestone Period 4

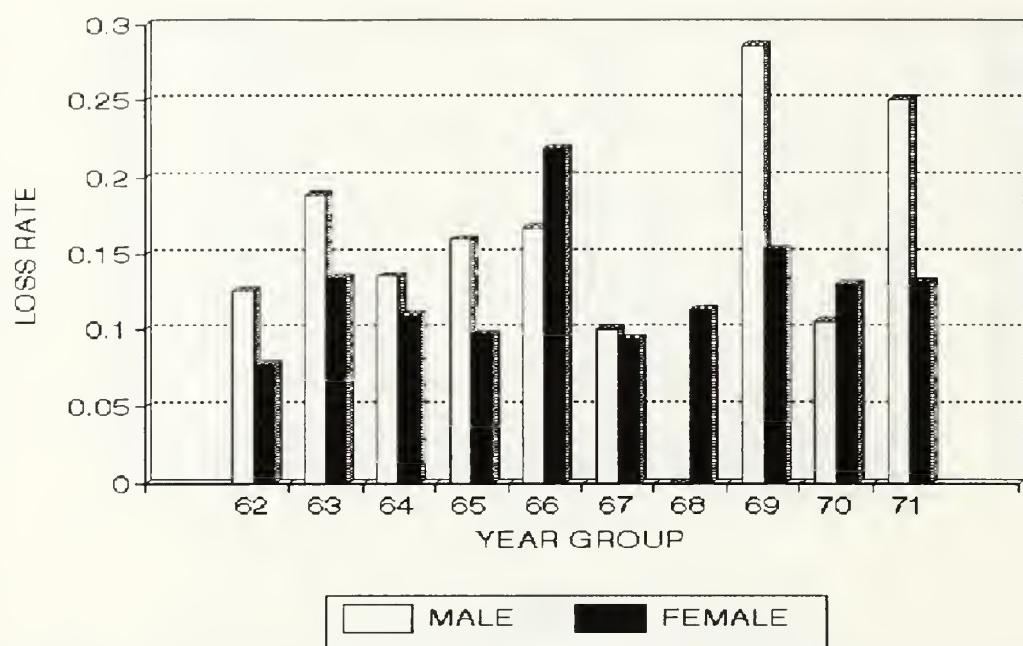


Figure 46 Loss Rates of GenURL Officers by Gender for Milestone Period 5

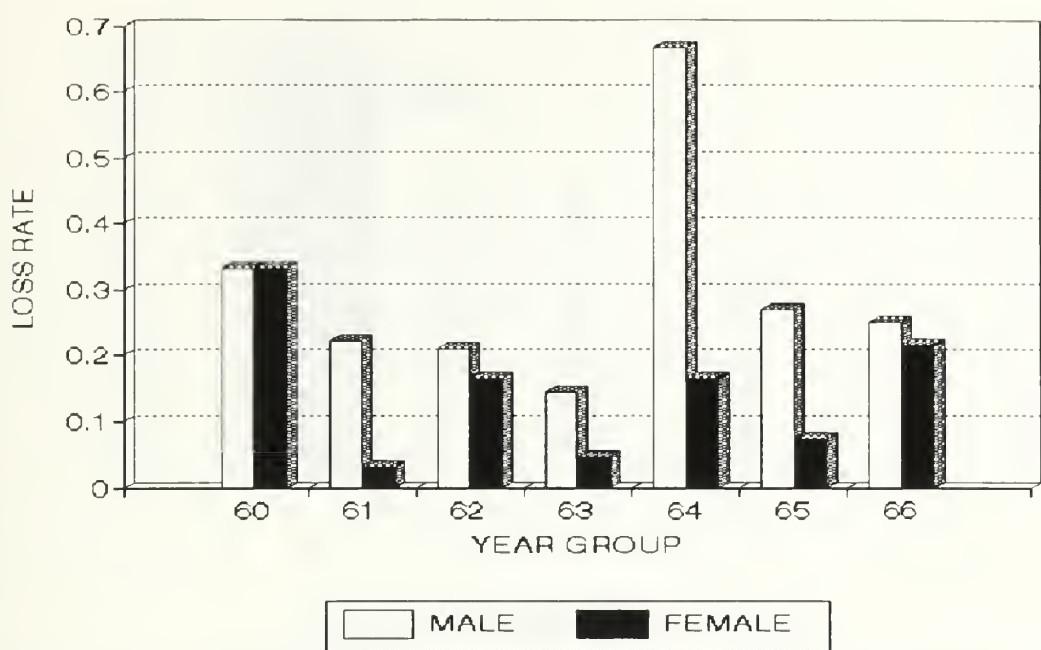


Figure 47 Loss Rates of GenURL Officers by Gender for Milestone Period 6

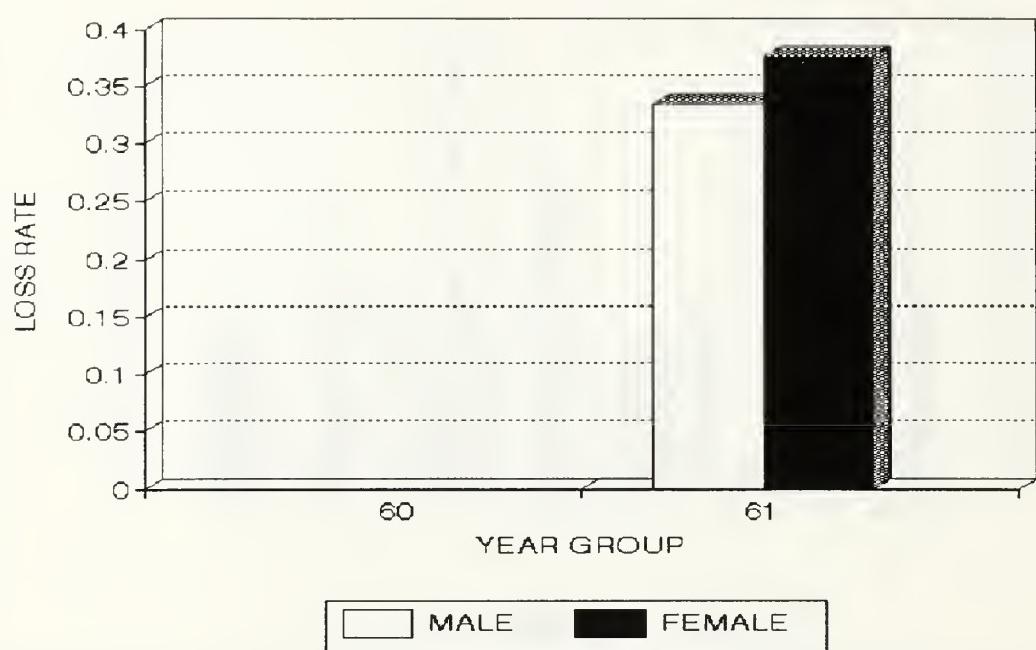


Figure 48 Loss Rates of GenURL Officers by Gender for Milestone Period 7

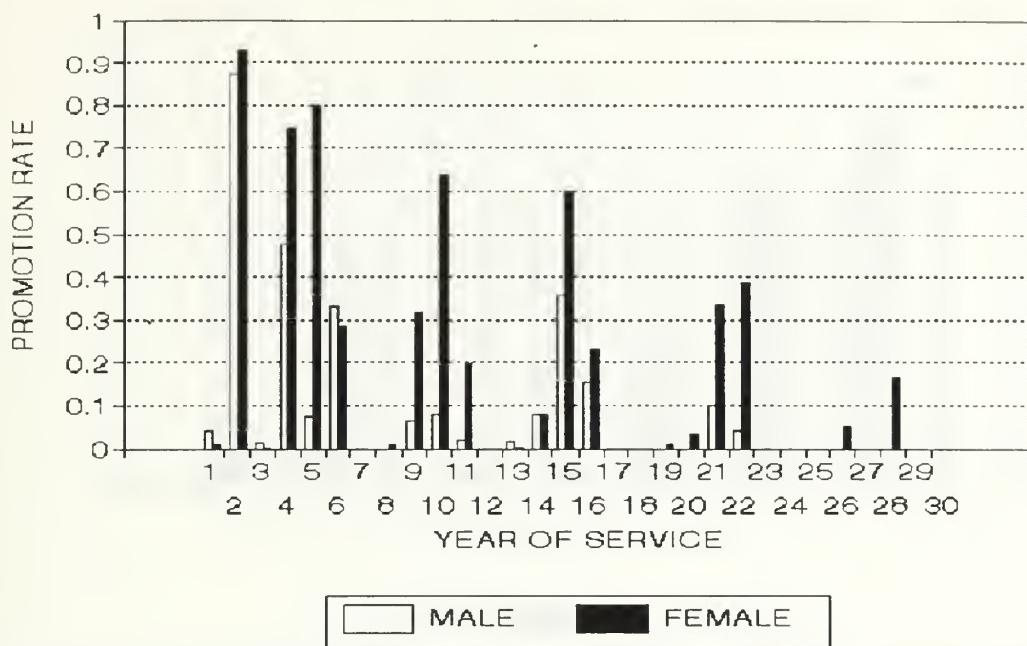


Figure 49 Promotion Rates of GenURL Officers by Gender by Year of Service Averaged Across Year Groups

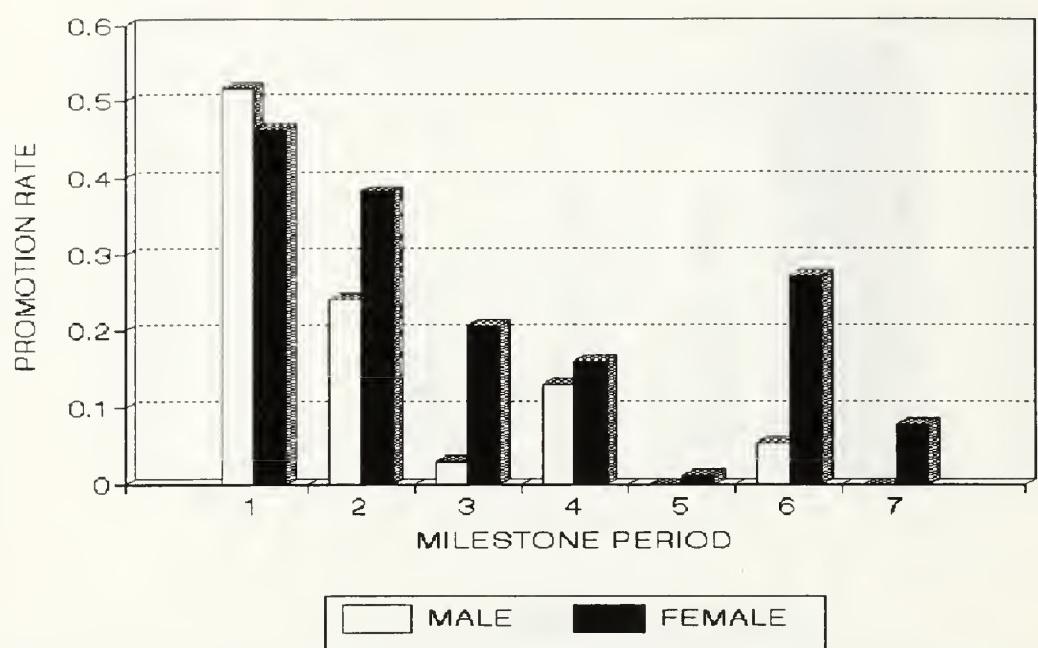


Figure 50 Promotion Rates of GenURL Officers by Gender by Milestone Period Averaged Across Year Groups

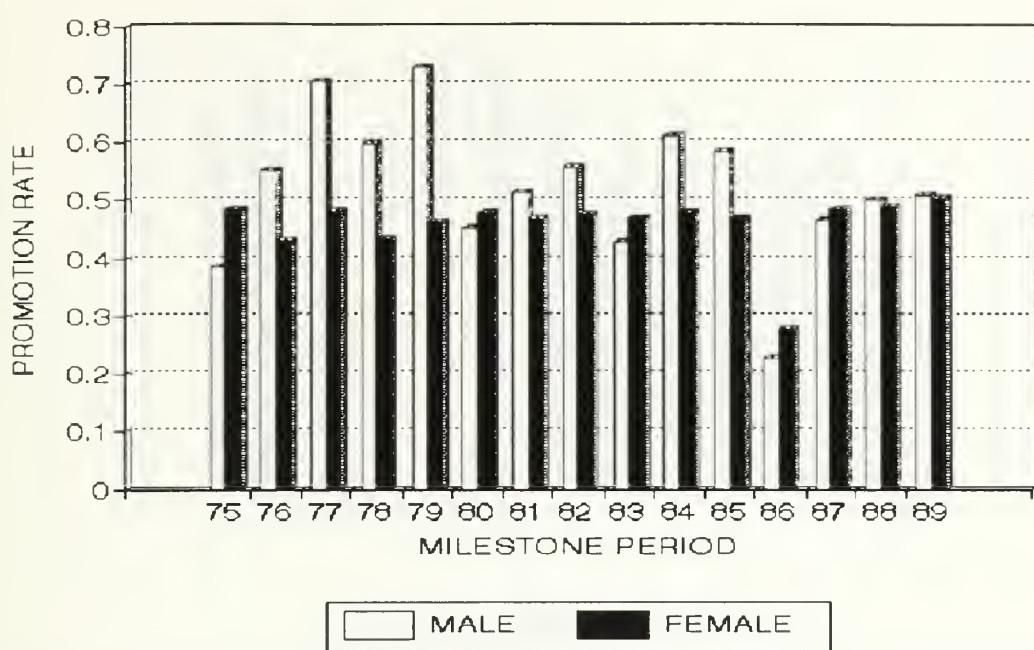


Figure 51 Promotion Rates of GenURL Officers by Gender for Milestone Period 1

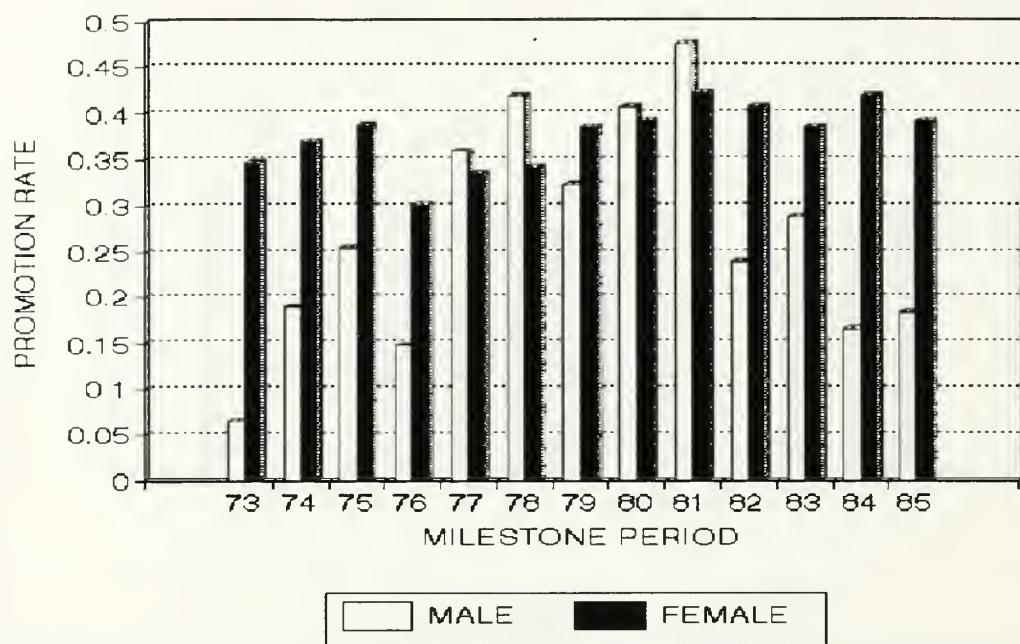


Figure 52 Promotion Rates of GenURL Officers by Gender for Milestone Period 2

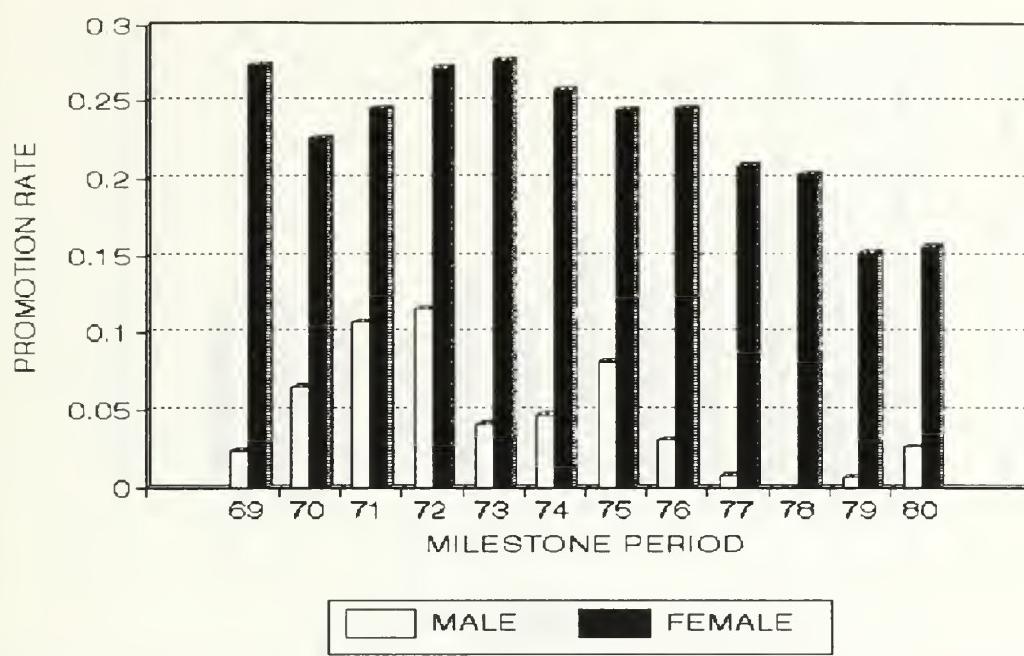


Figure 53 Promotion Rates of GenURL Officers by Gender for Milestone Period 3

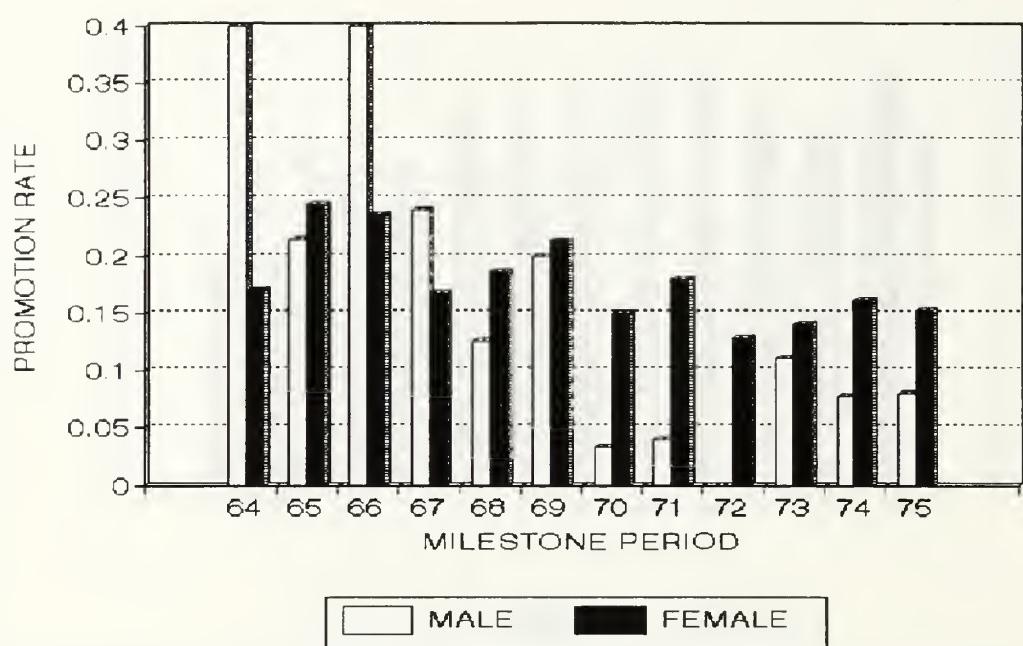


Figure 54 Promotion Rates of GenURL Officers by Gender for Milestone Period 4

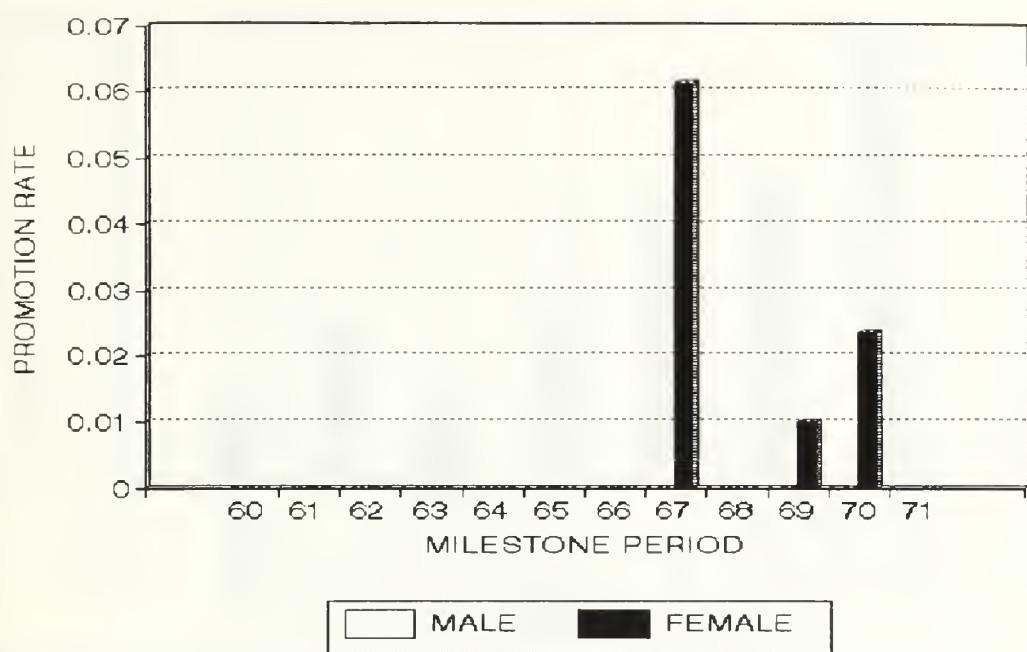


Figure 55 Promotion Rates of GenURL Officers by Gender for Milestone Period 5

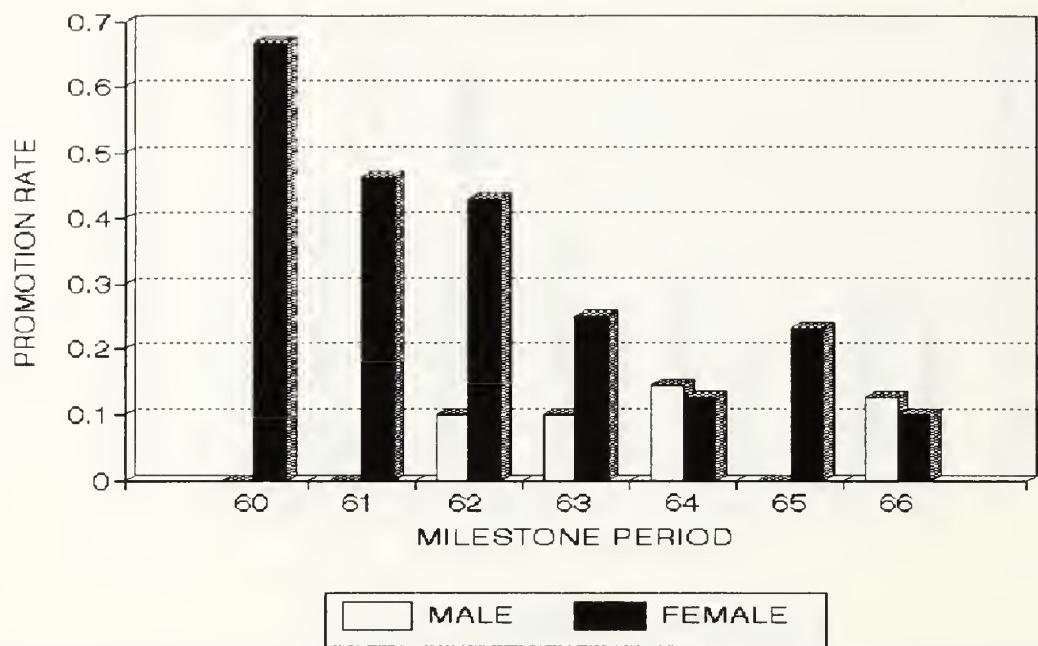


Figure 56 Promotion Rates of GenURL Officers by Gender for Milestone Period 6

APPENDIX P - SUPPORTING GRAPHS FOR THE AVIATION WARFARE COMMUNITY

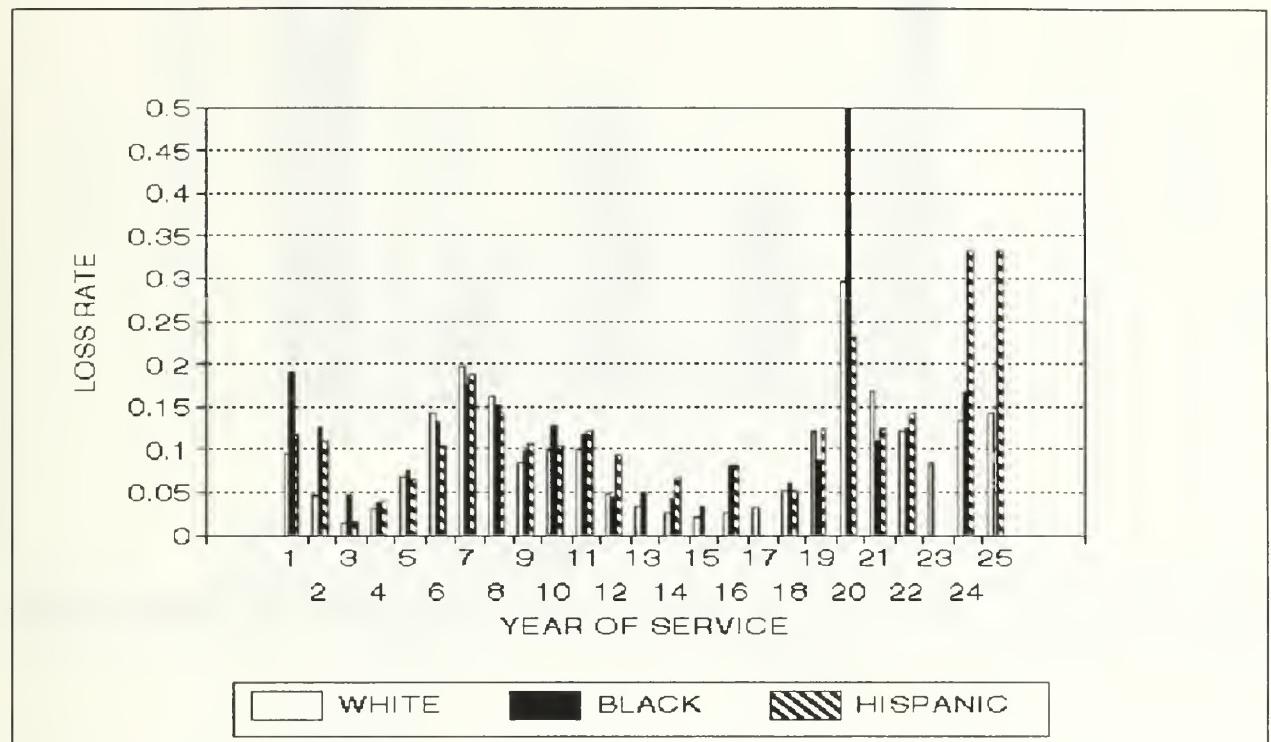


Figure 57 Loss Rates of Aviation Warfare Officers by Ethnic Group by Year of Service Averaged Across Year Groups

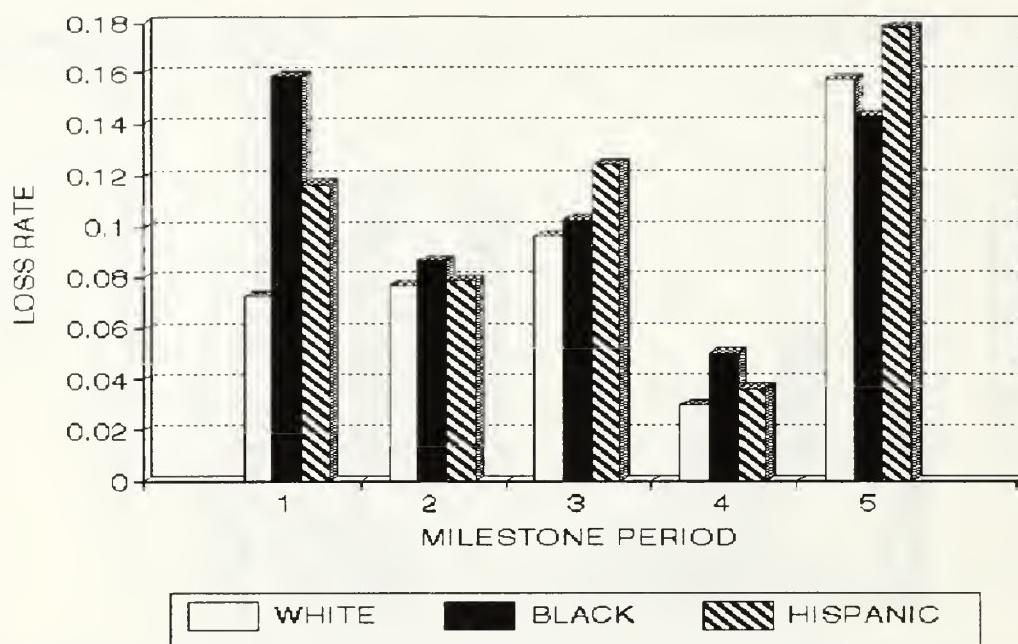


Figure 58 Loss Rates of Aviation Warfare Officers by Ethnic Group by Milestone Period Averaged Across Year Groups

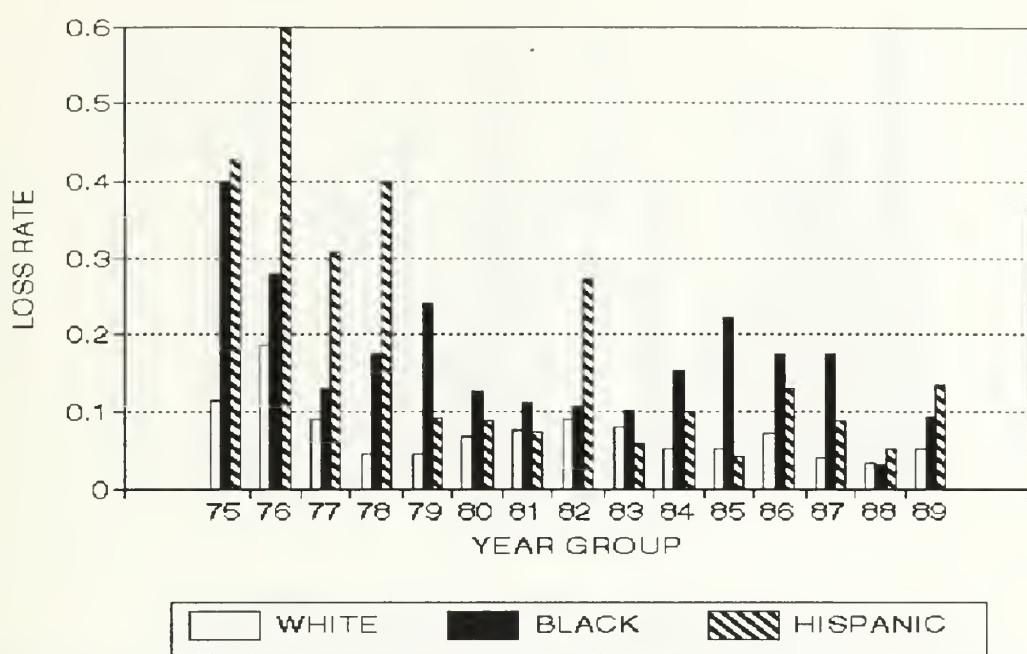


Figure 59 Loss Rates of Aviation Warfare Officers by Ethnic Group for Milestone Period 1

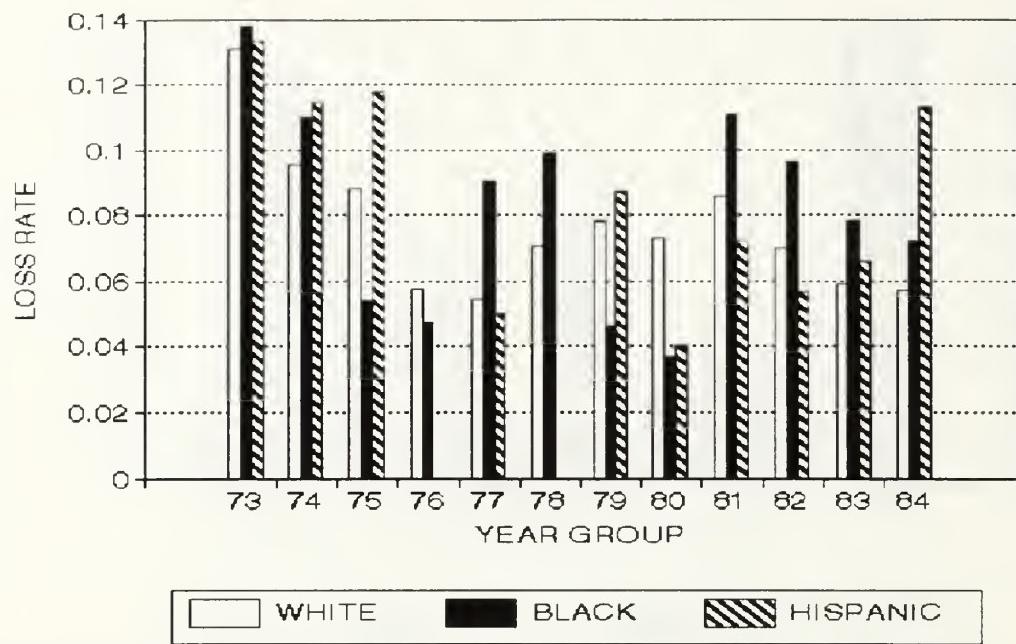


Figure 60 Loss Rates of Aviation Warfare Officers by Ethnic Group for Milestone Period 2

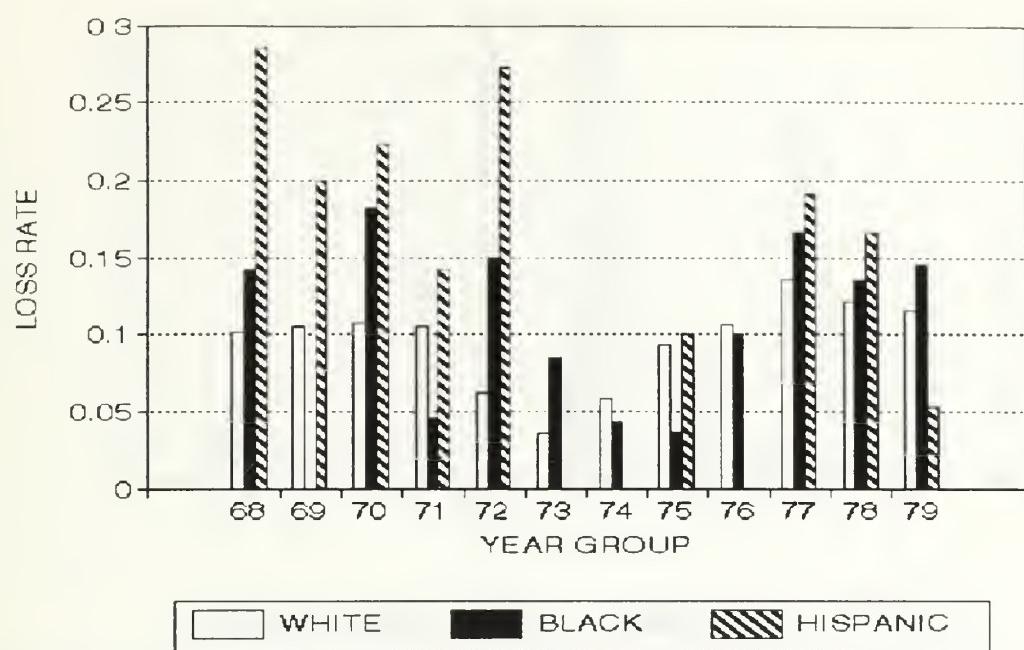


Figure 61 Loss Rates of Aviation Warfare Officers by Ethnic Group for Milestone Period 3

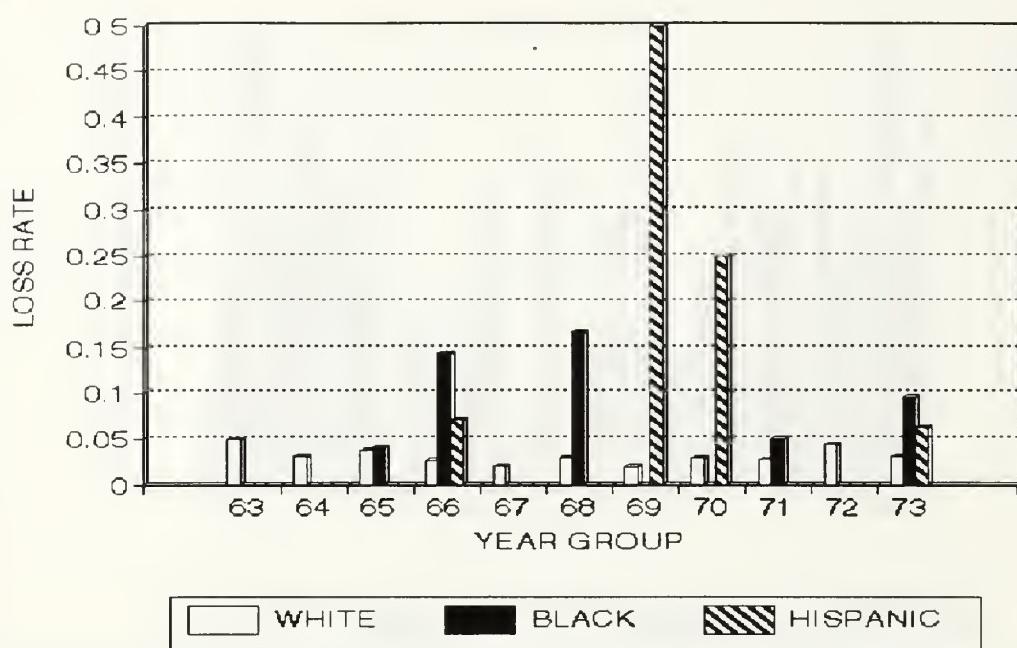


Figure 62 Loss Rates of Aviation Warfare Officers by Ethnic Group for Milestone Period 4

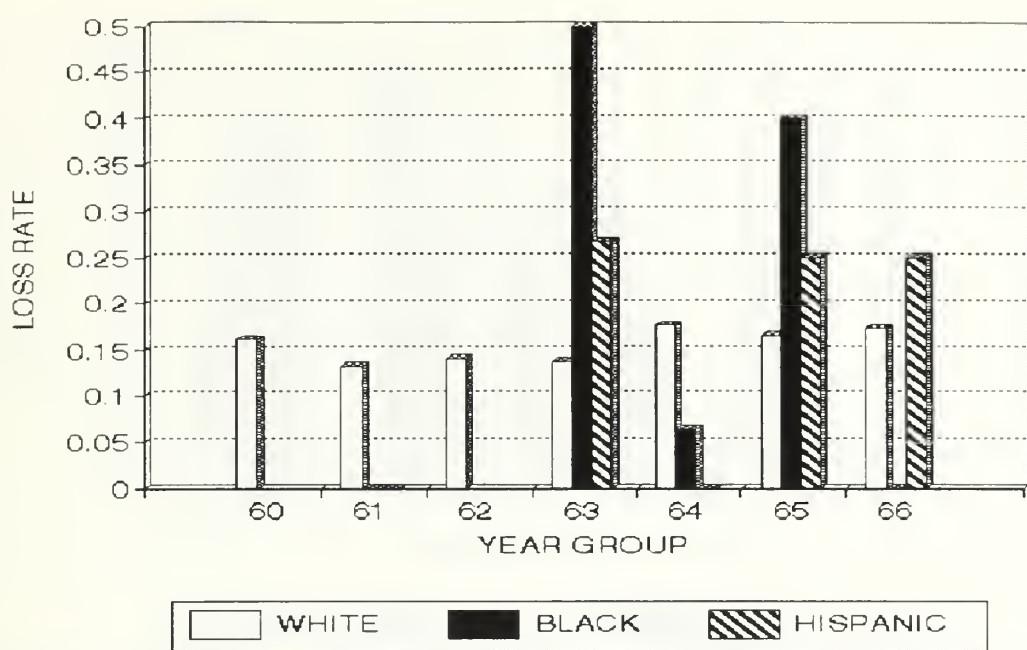


Figure 63 Loss Rates of Aviation Warfare Officers by Ethnic Group for Milestone Period 5

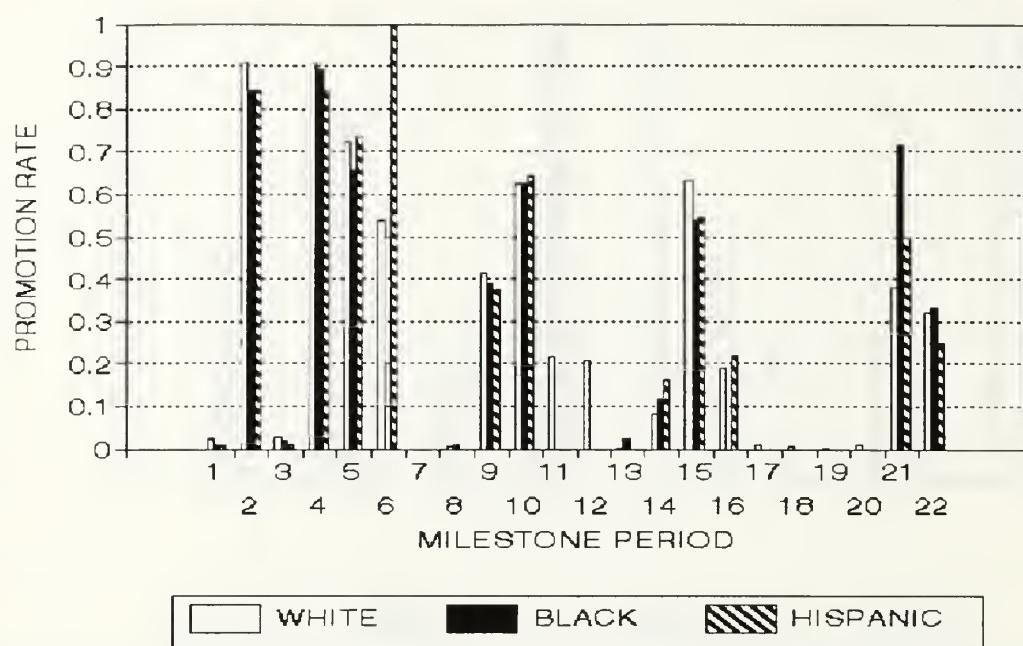


Figure 64 Promotion Rates of Aviation Warfare Officers by Ethnic Group by Year of Service Averaged Across Year Groups

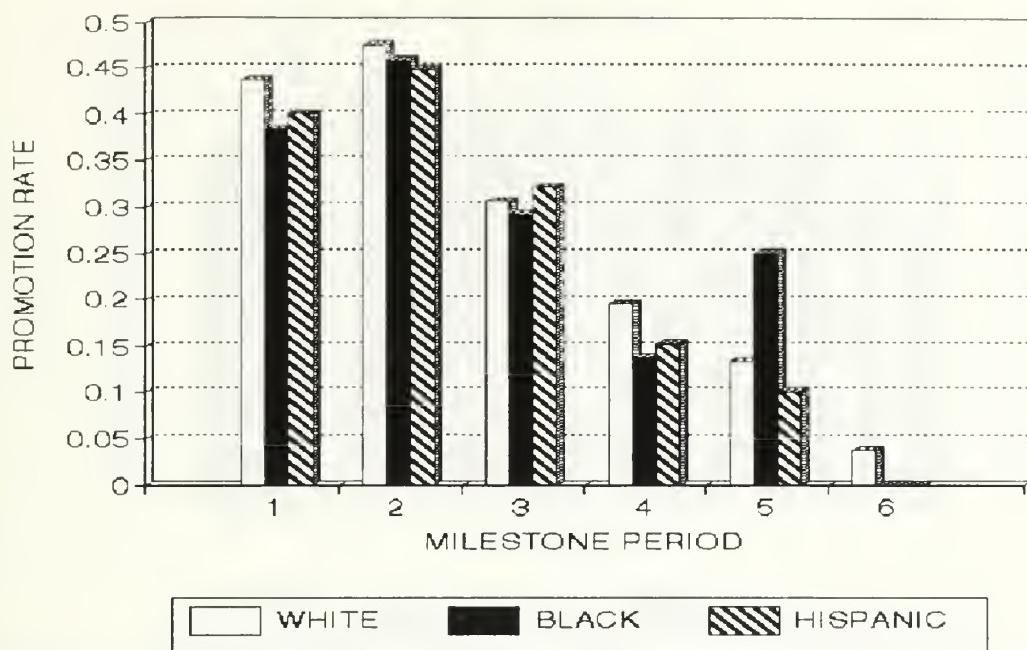


Figure 65 Promotion Rates of Aviation Warfare Officers by Ethnic Group by Milestone Period Averaged Across Year Groups

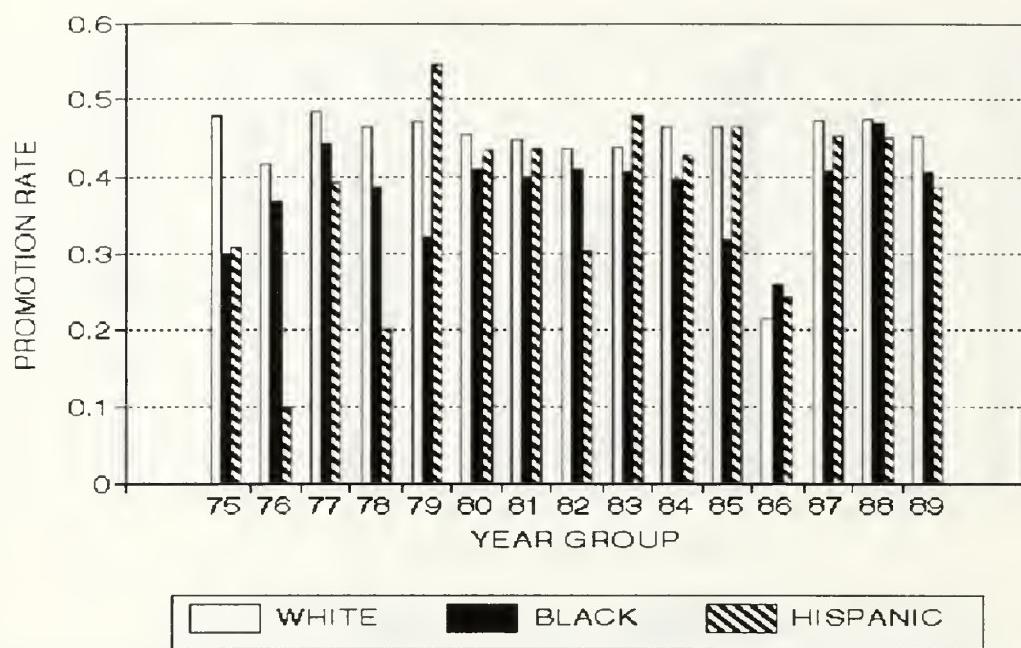


Figure 66 Promotion Rates of Aviation Warfare Officers by Ethnic Group for Milestone Period 1

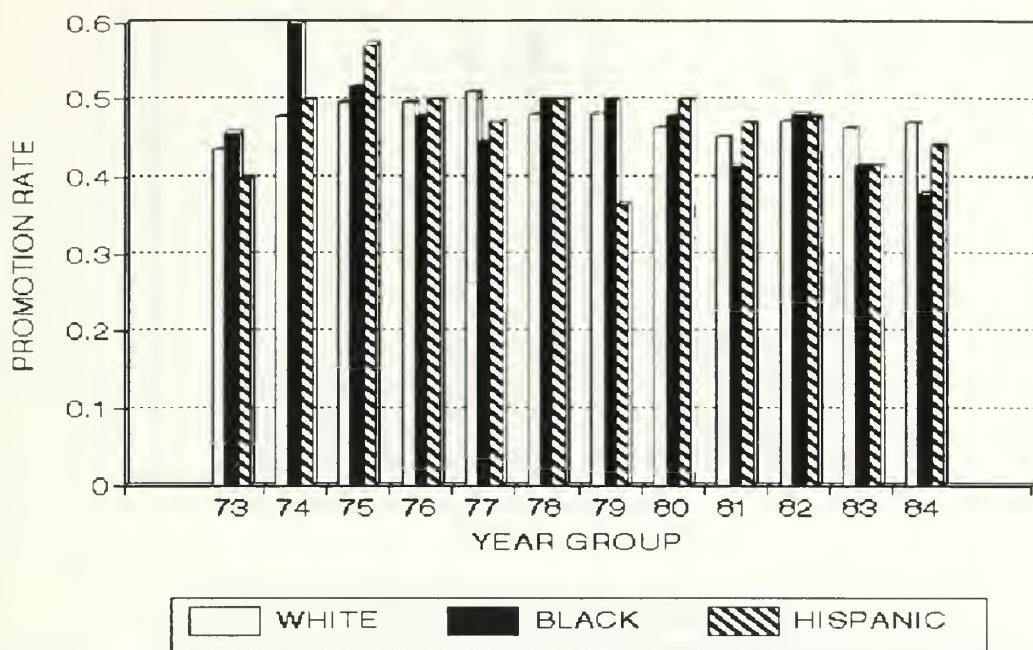


Figure 67 Promotion Rates of Aviation Warfare Officers by Ethnic Group for Milestone Period 2

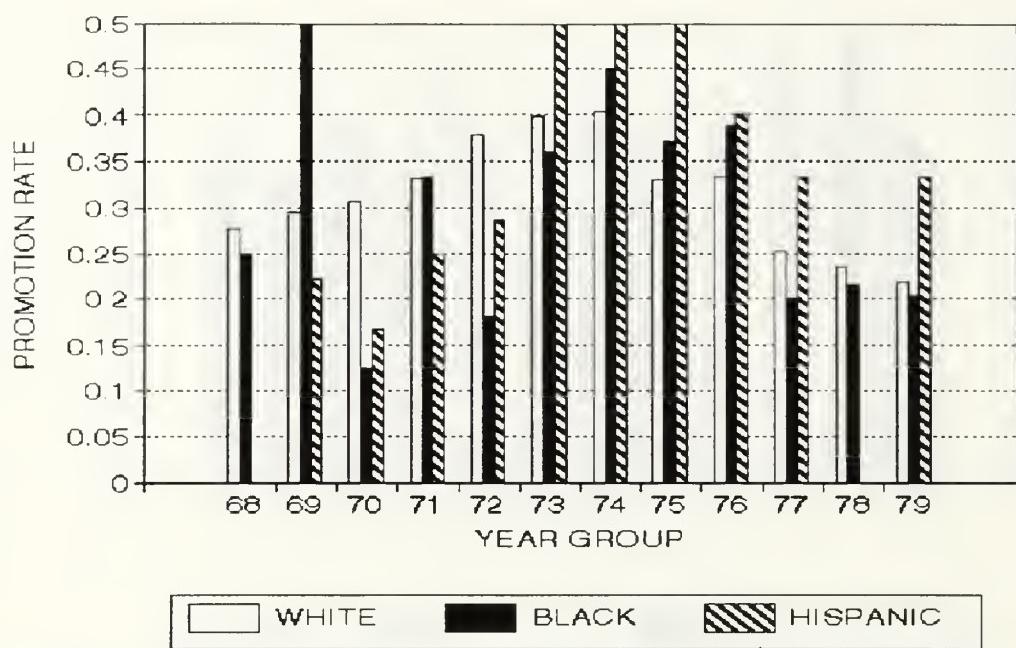


Figure 68 Promotion Rates of Aviation Warfare Officers by Ethnic Group for Milestone Period 3

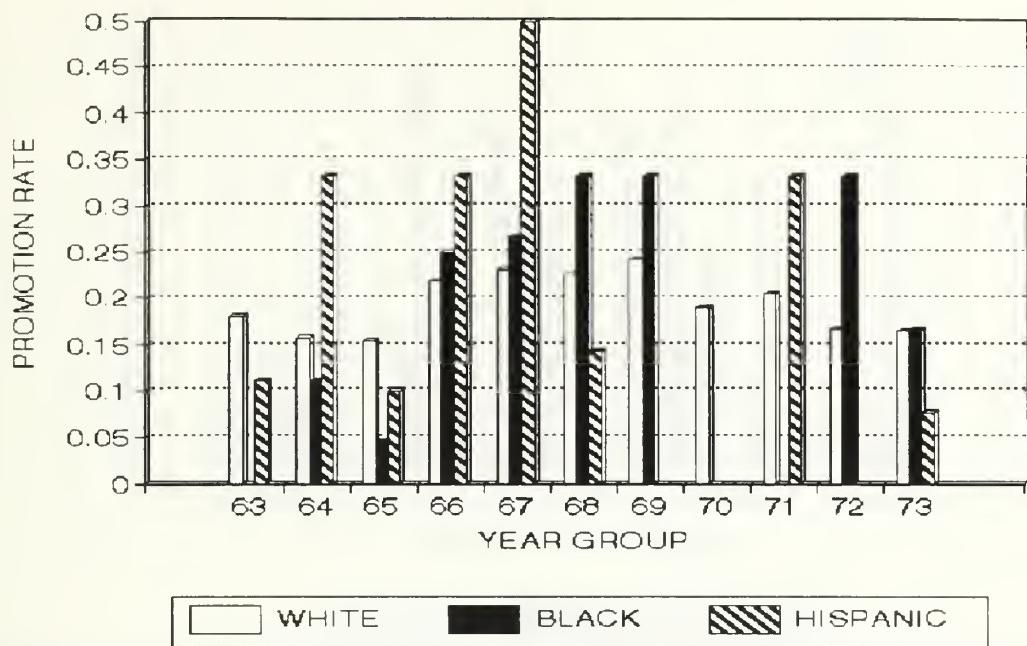


Figure 69 Promotion Rates of Aviation Warfare Officers by Ethnic Group for Milestone Period 4



Figure 70 Loss Rates of Aviation Warfare Officers by Gender by Year of Service Averaged Across Year Groups

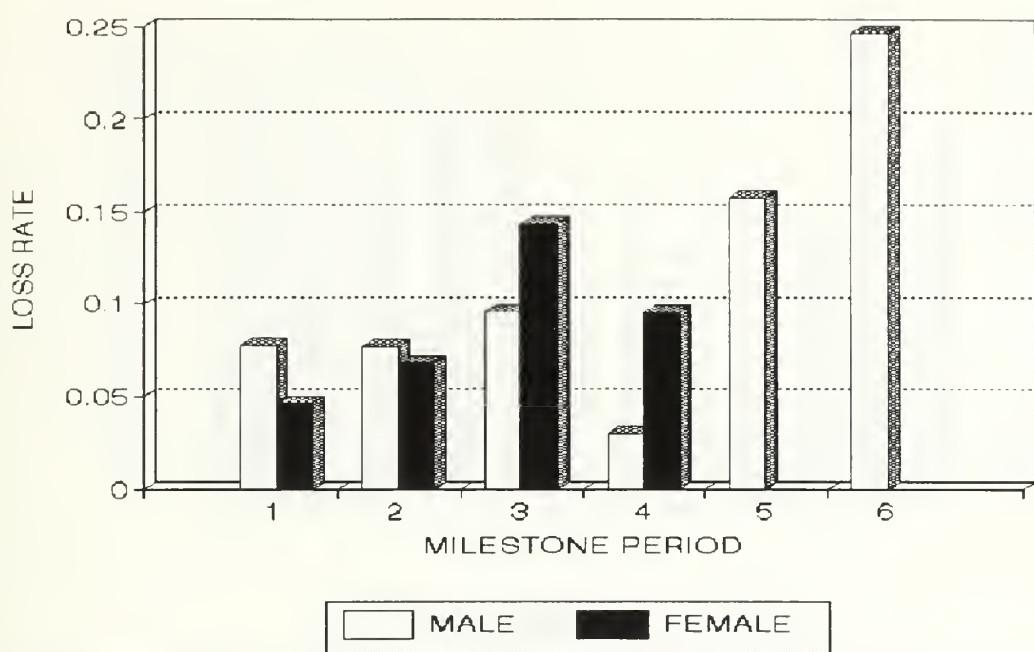


Figure 71 Loss Rates of Aviation Warfare Officers by Gender by Milestone Period Averaged Across Year Groups

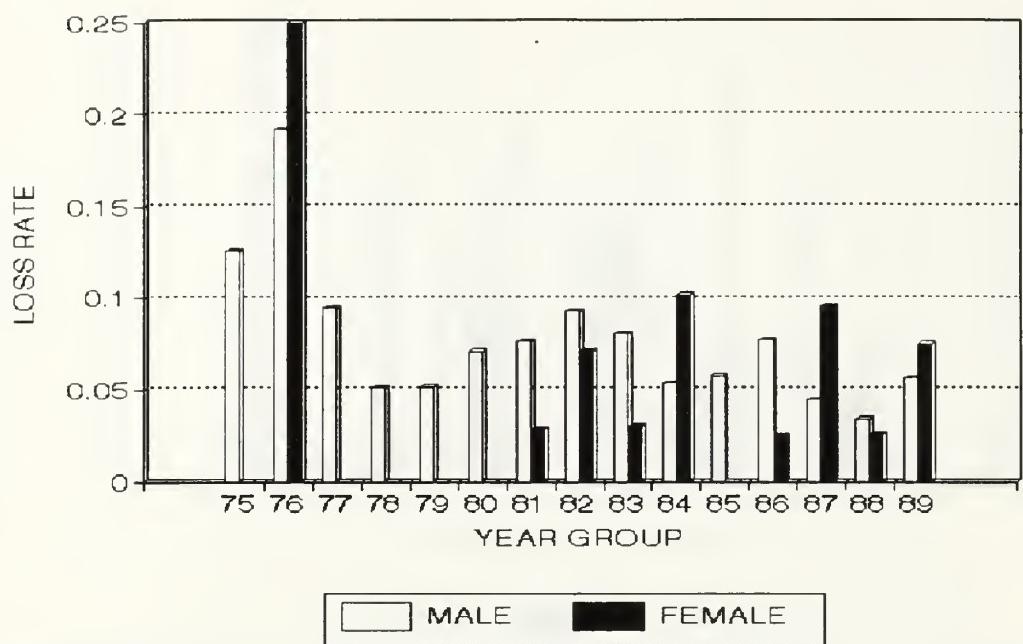


Figure 72 Loss Rates of Aviation Warfare Officers by Gender for Milestone Period 1

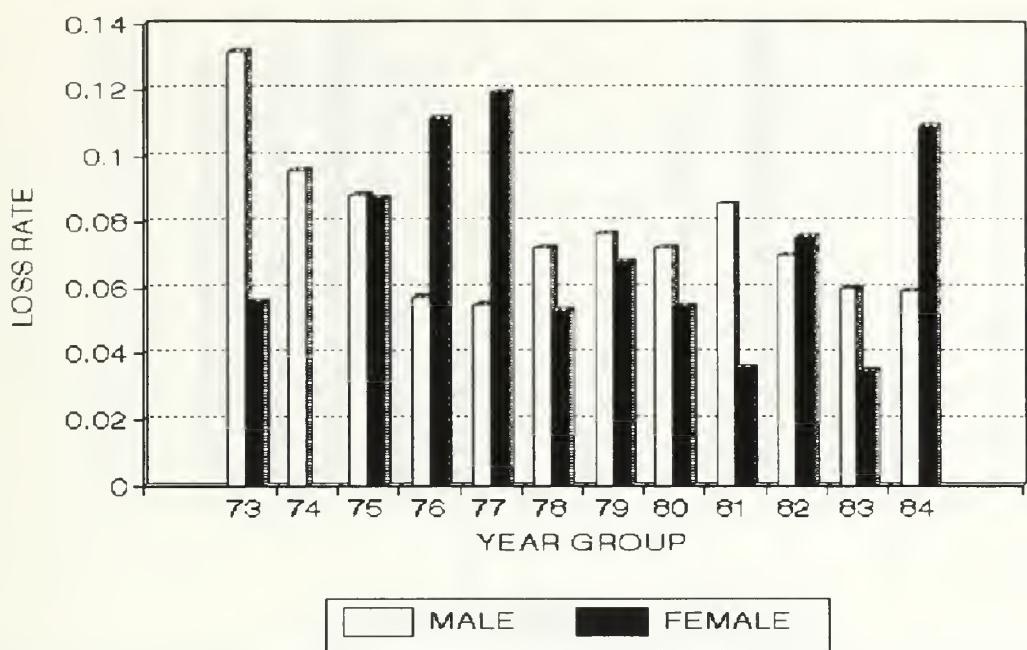


Figure 73 Loss Rates of Aviation Warfare Officers by Gender for Milestone Period 2

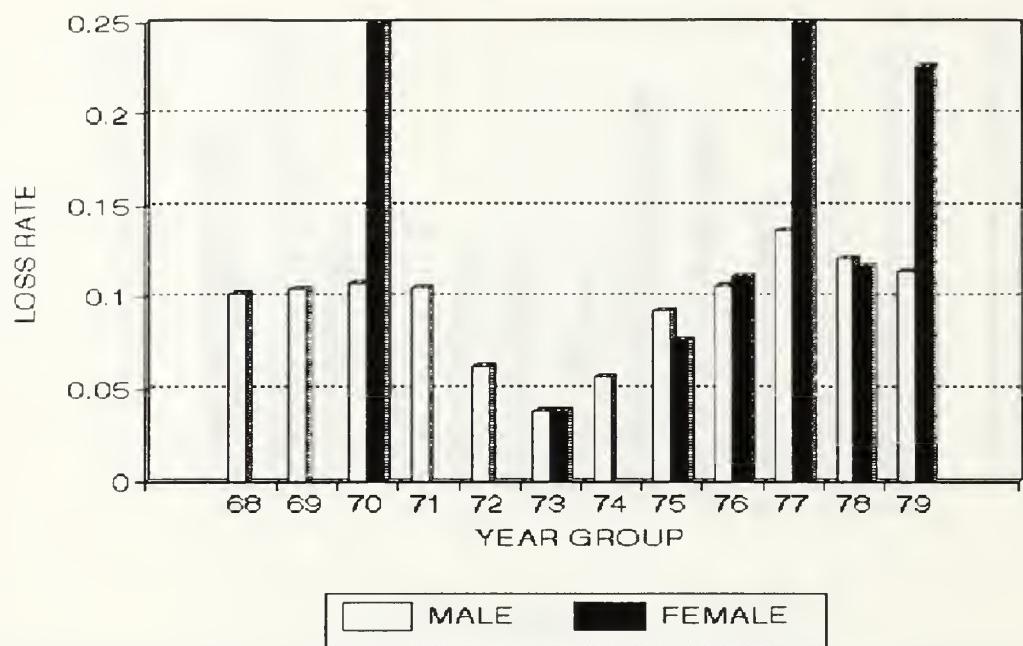


Figure 74 Loss Rates of Aviation Warfare Officers by Gender for Milestone Period 3

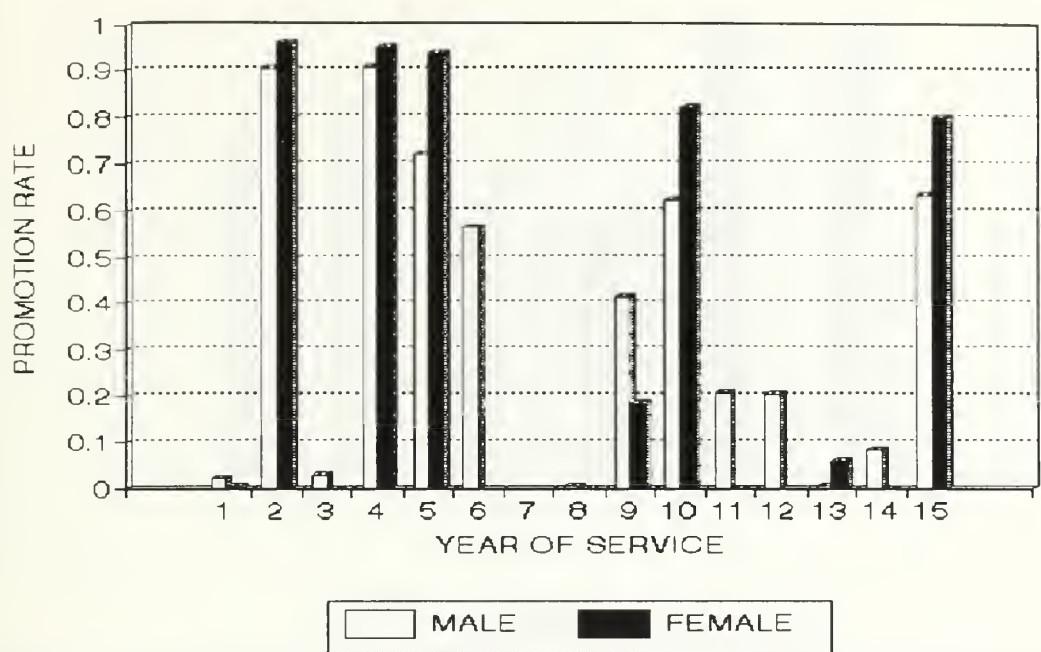


Figure 75 Promotion Rates of Aviation Warfare Officers by Gender by Year of Service Averaged Across Year Groups

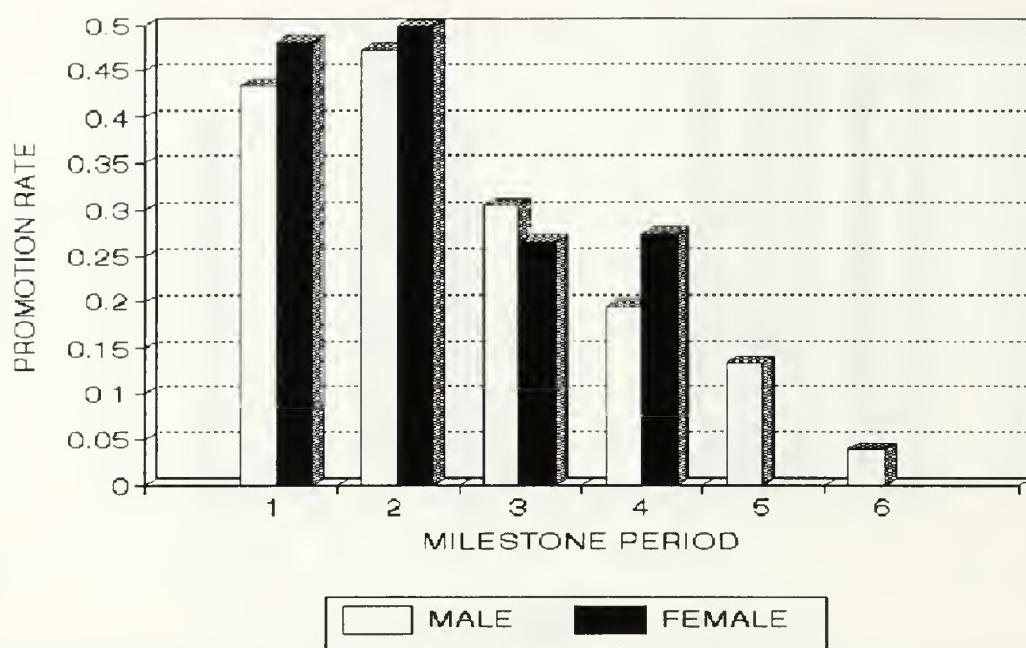


Figure 76 Promotion Rates of Aviation Warfare Officers by Gender by Milestone Period Averaged Across Year Groups

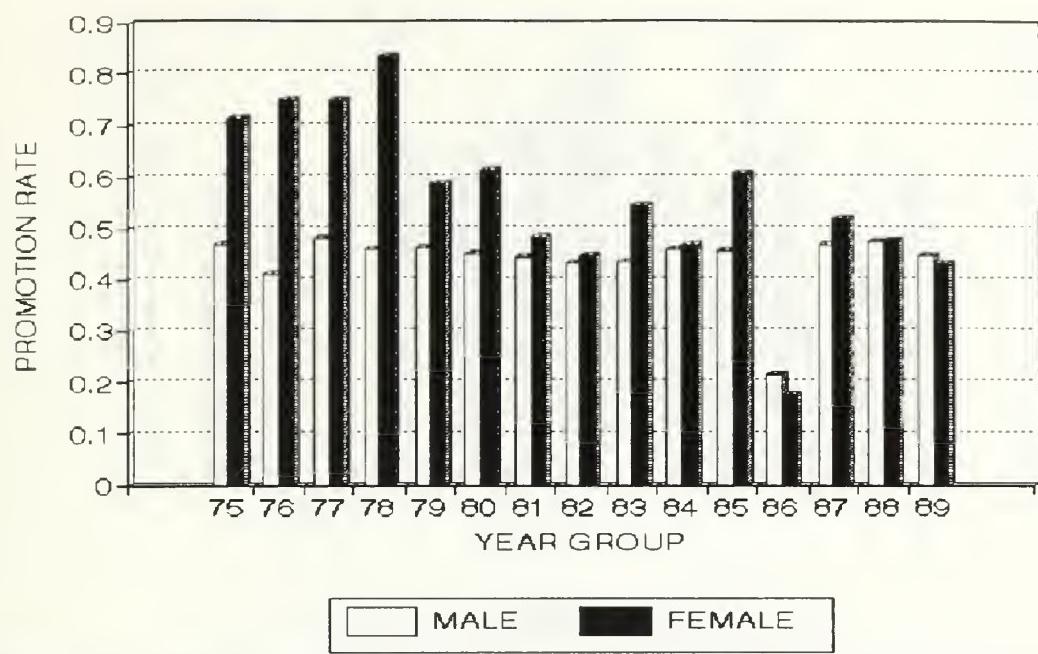


Figure 77 Promotion Rates of Aviation Warfare Officers by Gender for Milestone Period 1

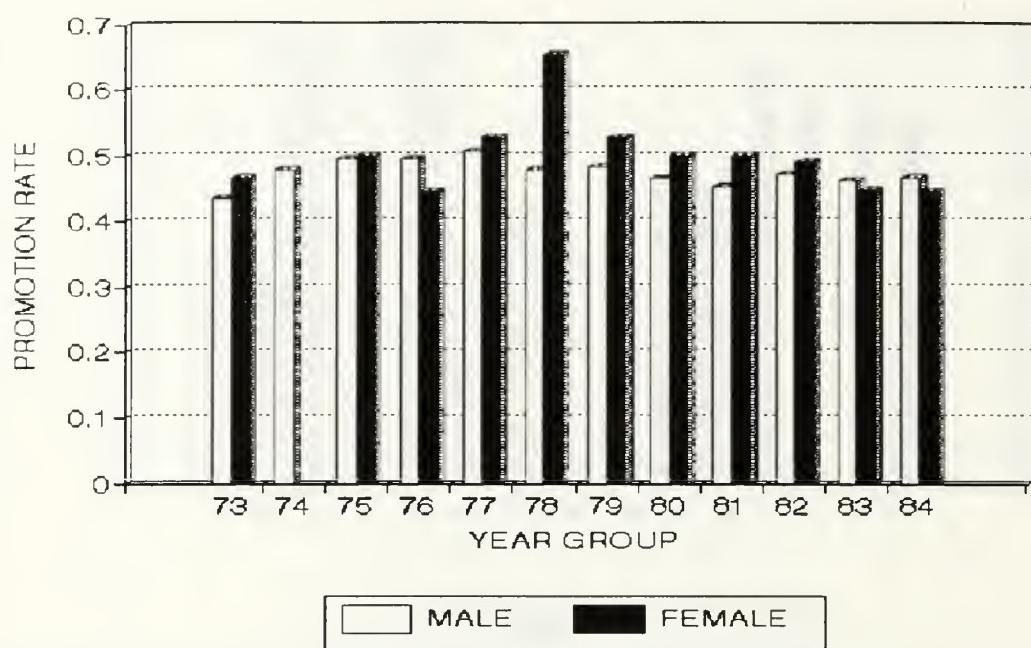


Figure 78 Promotion Rates of Aviation Warfare Officers by Gender for Milestone Period 2

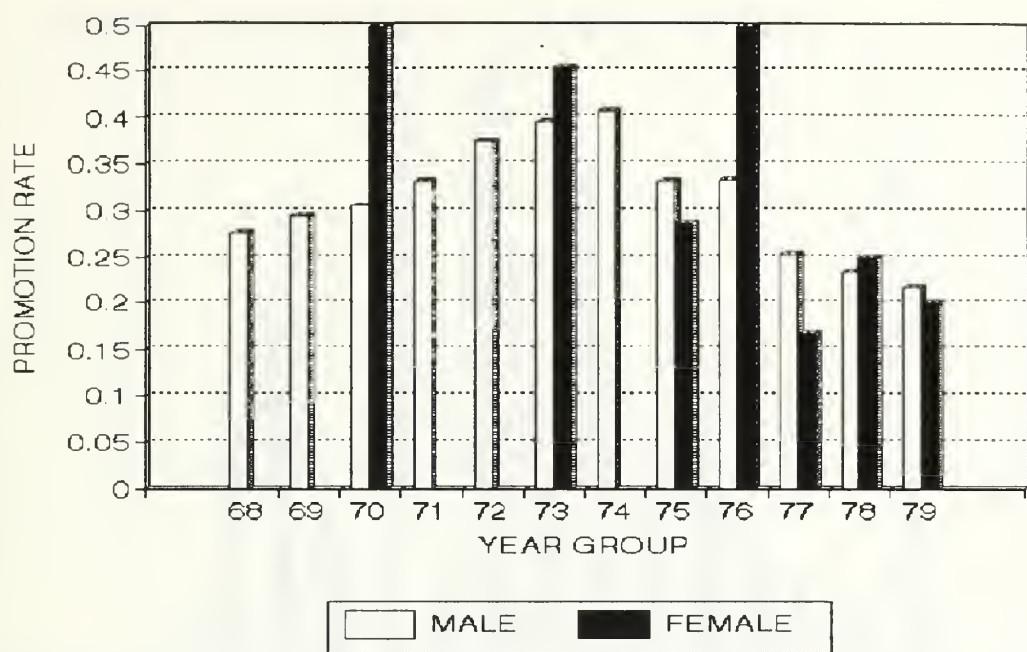


Figure 79 Promotion Rates of Aviation Warfare Officers by Gender for Milestone Period 3

APPENDIX Q - SUPPORTING GRAPHS FOR THE SUBMARINE WARFARE COMMUNITY

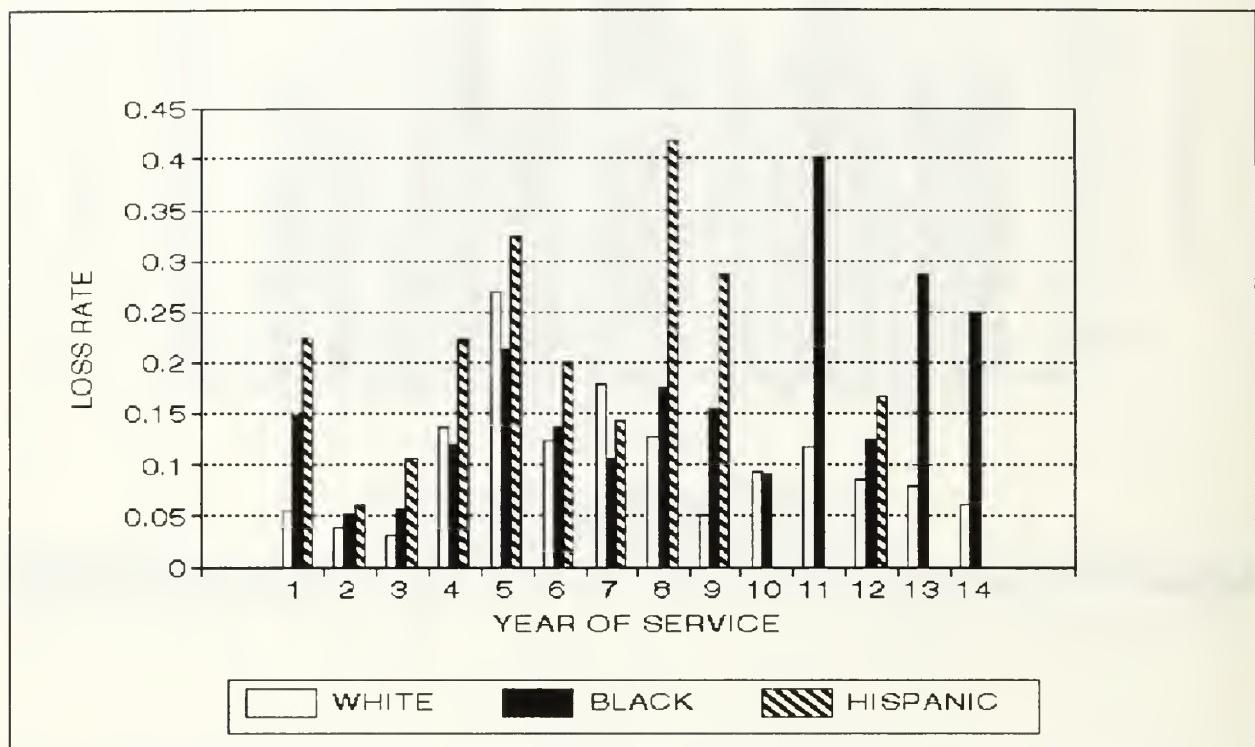


Figure 80 Loss Rates of Submarine Warfare Officers by Ethnic Group by Year of Service Averaged Across Year Groups

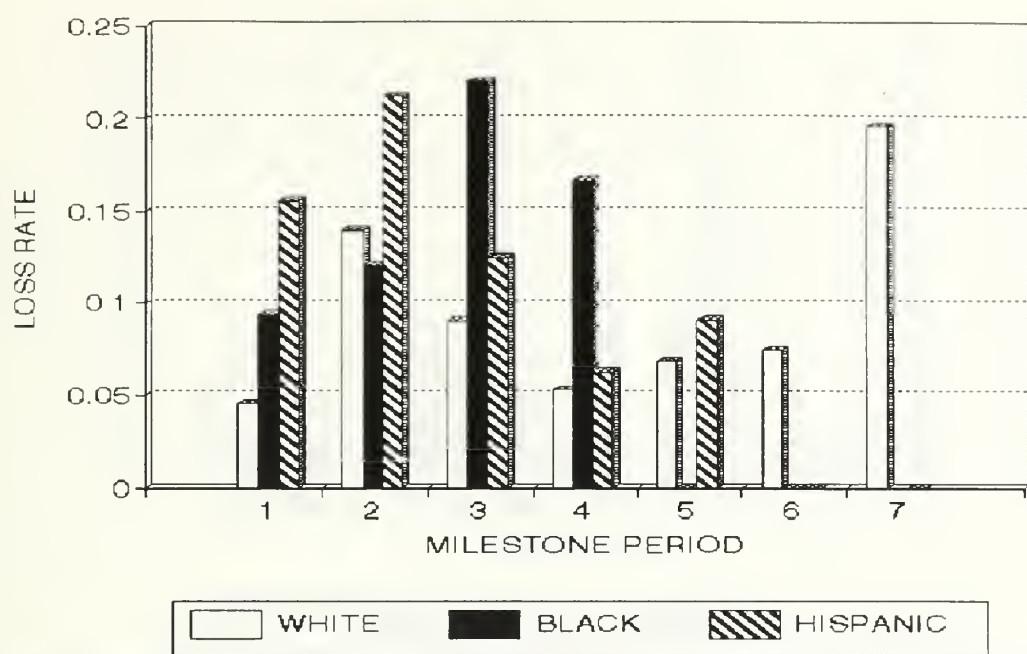


Figure 81 Loss Rates of Submarine Warfare Officers by Ethnic Group by Milestone Period Averaged Across Year Groups

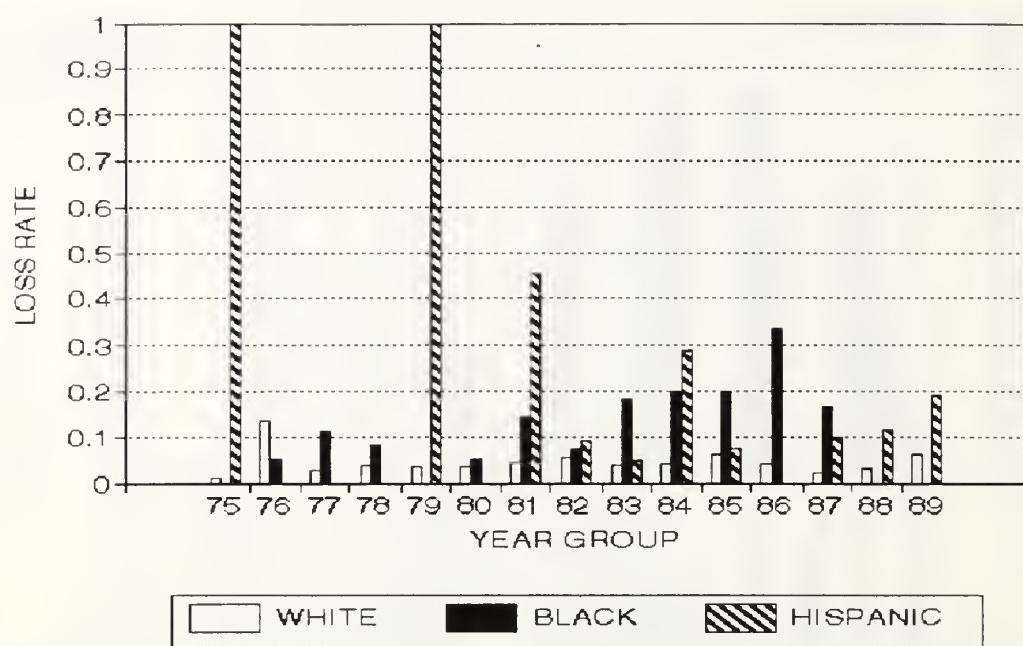


Figure 82 Loss Rates of Submarine Warfare Officers by Ethnic Group for Milestone Period 1

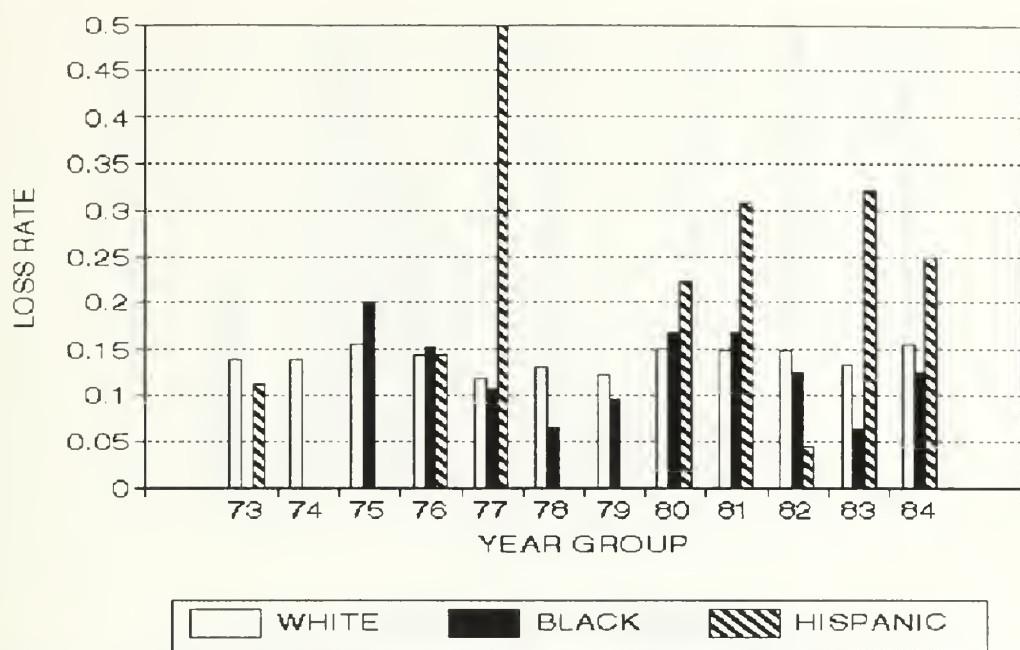


Figure 83 Loss Rates of Submarine Warfare Officers by Ethnic Group for Milestone Period 2

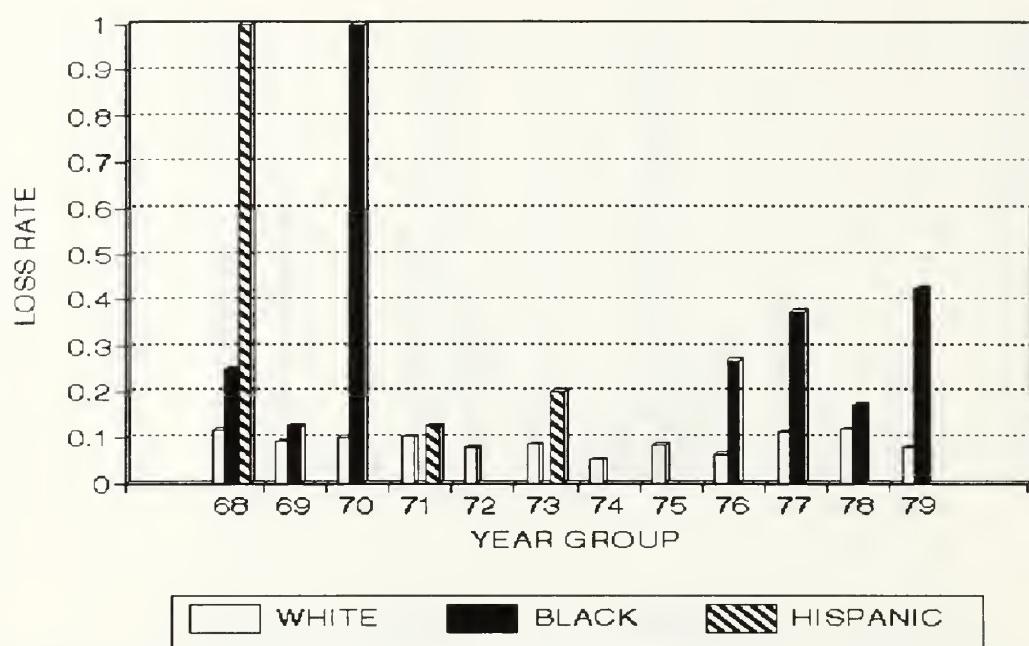


Figure 84 Loss Rates of Submarine Warfare Officers by Ethnic Group for Milestone Period 3

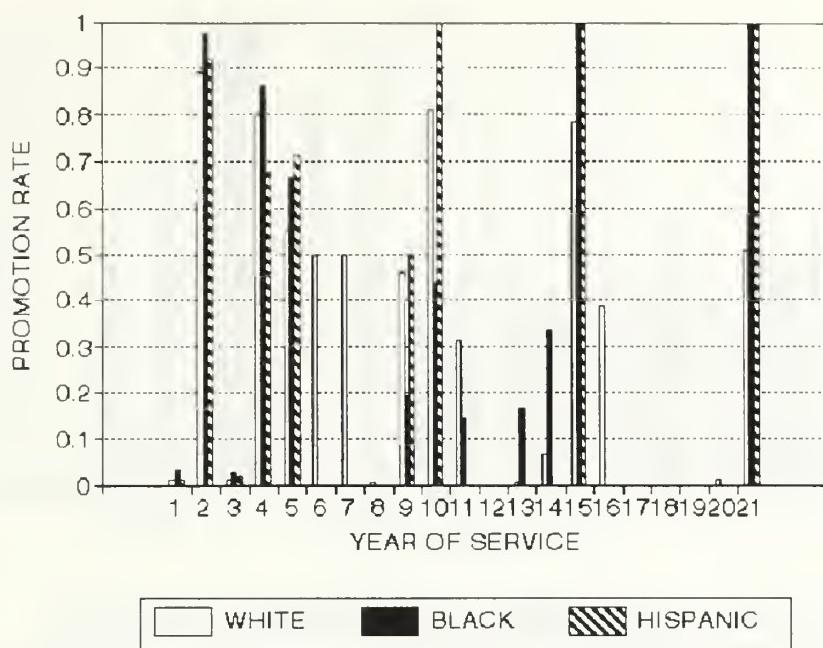


Figure 85 Promotion Rates of Submarine Warfare Officers by Ethnic Group by Year of Service Averaged Across Year Groups

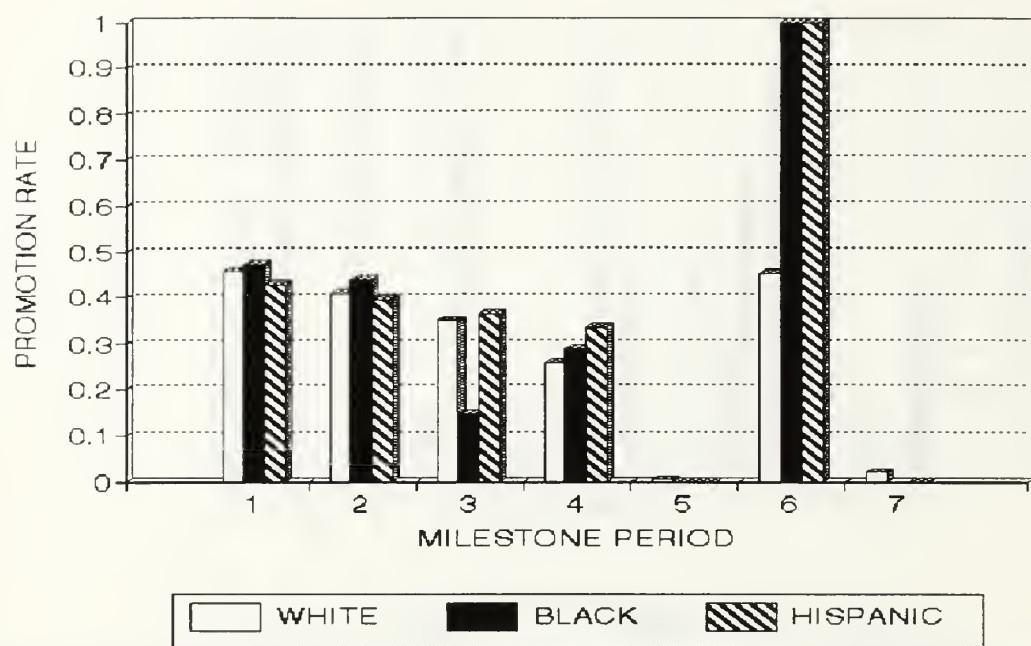


Figure 86 Promotion Rates of Submarine Warfare Officers by Ethnic Group by Milestone Period Averaged Across Year Groups

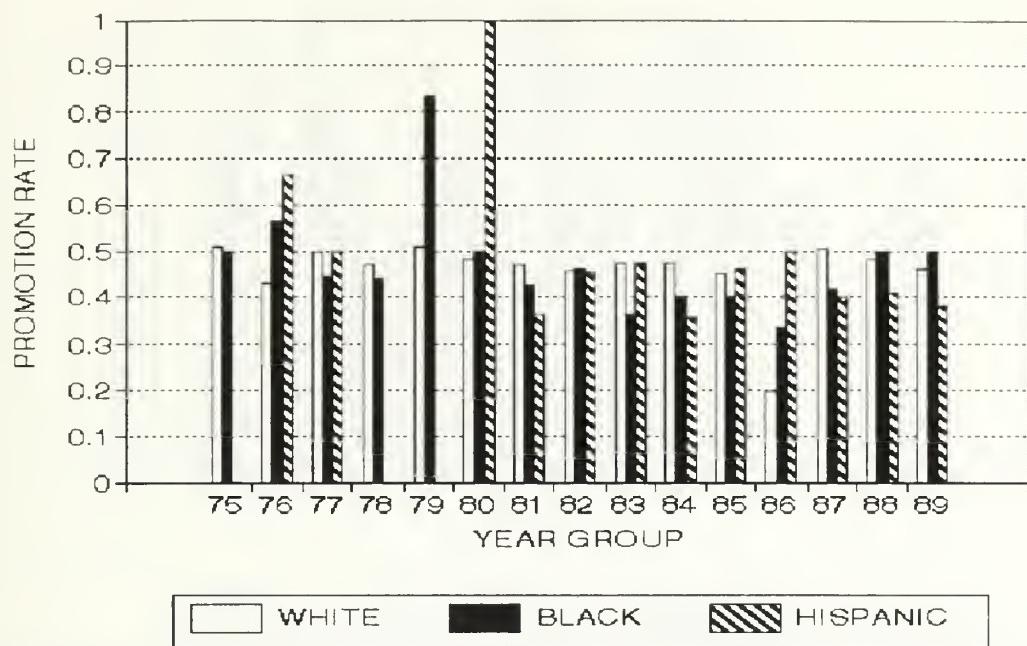


Figure 87 Promotion Rates of Submarine Warfare Officers by Ethnic Group for Milestone Period 1

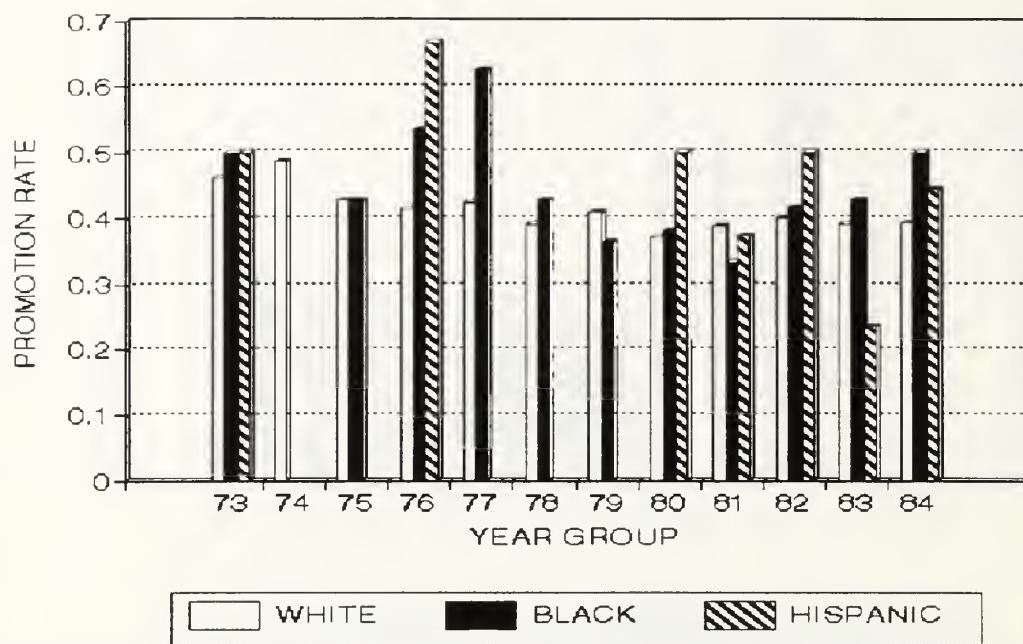


Figure 88 Promotion Rates of Submarine Warfare Officers by Ethnic Group for Milestone Period 2

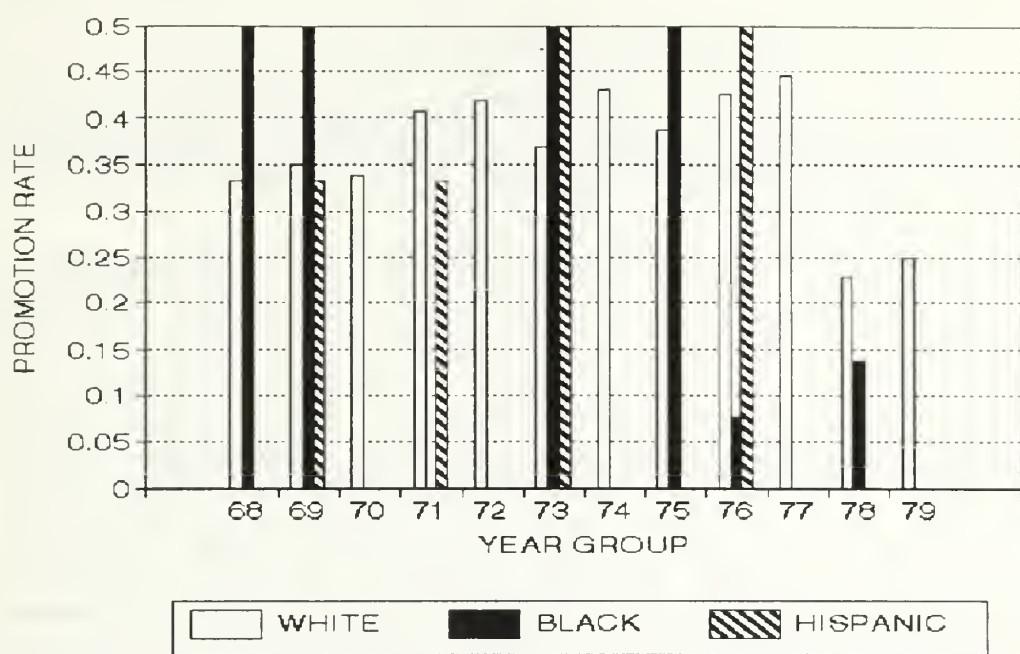


Figure 89 Promotion Rates of Submarine Warfare Officers by Ethnic Group for Milestone Period 3

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